DOCUMENT RESUME

ED 147 611 CE 014 070

AUTHOR Humphrey, Melvin
TITLE Women: The Path to Equal Employment. Research Report No. 56.
INSTITUTION Equal Employment Opportunity Commission, Washington, D.C.
PUB DATE 77
NOTE 287p.; Not available in hard copy due to marginal legibility of original

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS Black Employment; Economic Disadvantagement; Employment Level; Employment Patterns; Employment Projections; *Employment Statistics; *Employment Trends; *Equal Opportunities (Jobs); Females; Government Role; Income; National Surveys; Occupational Surveys; Occupations; Racial Discrimination; Salaries; *Sex Discrimination; Tables (Data); *Working Women

ABSTRACT

A study of female employment in the private sector between 1966 and 1975 was done (1) to measure the progress of women toward fair-share goals in level of employment, job quality, and salary level and (2) to project when employment gaps will close. The data utilized was reported by those employers who are required to and did file Employer Information Reports with the Equal Employment Opportunity Commission. There were fourteen conclusions, including the following: (1) The continued existence of employment gaps in the observed job categories implies that women workers are still adversely affected by employment discrimination, (2) there was some improvement in the female employment level and a reduction in the overall level of employment gap, (3) women workers were treated differently from white males and were under-utilized in each of the traditionally non-female job categories, (4) the economic impact of employment discrimination increased, (5) the employment gaps for females are not due to any shortages of qualified or qualifiable women, (6) it will be some time in the twenty-first century or longer before all of the employment gaps will close, and (7) the Equal Employment Opportunity Commission has directly impacted on the employment position of women in every job category except officials/managers and craft workers. (Over half of the report consists of the appendixes including 148 tables.) (EM)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED147611

WOMEN: THE PATH TO EQUAL EMPLOYMENT

000023

Melvin Humphrey, Ph.D.
Director of Research
U. S. Equal Employment Opportunity Commission
Washington, D.C.

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

Research Report No. 56
1977

CE 014 070

THE COMMISSION

Eleanor Holmes Norton
Chair

Daniel E. Leach
Vice Chair

Ethel Bent Walsh
Commissioner

Abner W. Sibal
General Counsel

FOREWORD

The ten years following the Commission's first survey in 1966 of employment in the private sector was a period of moderate change for women workers. Many of the old barriers to equal employment opportunities were challenged and eliminated to permit a larger, more varied role for the woman employee. This study of female employment in the private sector between 1966 and 1975 measures the progress of women toward fair-share goals in level of employment, job quality, and salary level. Progress has been made, but gaps between fair-share goals and the actual employment status of women remain. These gaps signal a need to intensify our efforts to promote equal treatment in employment. By increased vigilance over the practices of employers, the Commission will help to bring about meaningful change in the status of women in the marketplace.

Eleanor Holmes Norton
Chair

ACKNOWLEDGMENTS

There are several persons whose assistance greatly aided in the preparation of this study. Appreciation is extended to Ms. Janice Williams, Ms. Isabelle Richardson and Ms. Valerie Bailey whose help in editing and typing was invaluable, to Ms. Joan Hannan who edited the manuscript, and to David Butler and Allen Oliver who assisted in preparing the statistical tables. John Allmaier and Andre VanRest assisted in developing many of the concepts and in the construction of the statistical models. The quantity and quality of their contributions were critical to the completion of this project, and I have in many places appropriated their thoughts and words without special note. Joachim Neckere and Odessa Shannon served as sounding boards and critic readers of the manuscript in each stage of its development.

Melvin Humphrey

TABLE OF CONTENTS

	Page
FOREWORD	i
ACKNOWLEDGMENTS	ii
LIST OF TABLES	v
INTRODUCTION	1
Purpose of Study	1
Basic Premise of Study	1
Methodology and Models	2
EMPLOYMENT GAP	4
Percent Employment Gap	4
Level of Employment Gap	7
Index of Occupational Gap	10
EARNINGS POSITION OF FEMALE WORKERS	13
Index of Wage Gap	13
Wage Bill Gap	16
TREND ANALYSIS OF FEMALE EMPLOYMENT	21
Analysis of the Employment Level	22
Analysis of the Participation Rate	25
Analysis of the Percent Employment Gap	26
Analysis of Relative Employment Trends	28
LABOR MARKET INFLUENCES ON FEMALE EMPLOYMENT	29
Supply Factor Analysis	29
Demand Factor Analysis	33
AVAILABILITY OF FEMALE LABOR SUPPLY	35
EMPLOYMENT GAP CLOSURE	37
Employment Level Gap Closure	38
Participation Rate Gap Closure	39
Percent Employment Gap Closure	40
IMPACT OF EEOC ON THE EMPLOYMENT POSITION OF WOMEN	42
CONCLUSIONS AND SUMMARY OF FINDINGS	47
Restatement of Purpose and Assumptions of Study	47
Principal Conclusions and Findings	47

TABLE OF CONTENTS

	Page
APPENDIX I: A NOTE ON AUTOCORRELATION.	56
APPENDIX II: TABLES.	57
APPENDIX III: GLOSSARY OF TERMS.	207
APPENDIX IV: REQUIREMENTS FOR FILING THE EMPLOYEE INFORMATION REPORT (EEO-1) .	211

LIST OF TABLES

Table No.	Description	Page
1A-1G	Total Female Employment Availability and Participation Rates and Percent Employment Gap, U.S. Summary, 1966-1975.	58-64
2A-2G	White Female Employment Availability and Participation Rates and Percent Employment Gap, U.S. Summary, 1966-1975.	65-71
3A-3G	Black Female Employment Availability and Participation Rates and Percent Employment Gap, U.S. Summary, 1966-1975.	72-78
4A-4E	Actual and Fair-Share Employment Levels and Level of Employment Gap, Total Women, U.S. Summary, 1966-1975.	79-83
5A-5E	Actual and Fair-Share Employment Levels and Level of Employment Gap, White Women, U.S. Summary, 1966-1975.	84-88
6A-6F	Actual and Fair-Share Employment Levels and Level of Employment Gap, Black Women, U.S. Summary, 1966-1973.	89-94
7	Occupational Distribution of Workforce U.S. Summary, 1967-1975.	95
8A-8G	Occupational Distribution and Index of Occupational Gap, All Females, U.S. Summary, 1966-1975.	96-102
9A-9G	Occupational Distribution and Index of Occupational Gap, White Females, U.S. Summary, 1966-1975.	103-109
10A-10G	Occupational Distribution and Index of Occupational Gap, Black Females, U.S. Summary, 1966-1975.	110-116

List of Tables

Table No.	Description	Page
11A-11F	Annual Median Earnings and Index of Wage Gap, All Females, U.S. Summary, 1966-1975.	117-122
12A-12F	Annual Median Earnings and Index of Wage Gap, White Females, U.S. Summary, 1966-1975.	123-128
13A-13F	Annual Median Earnings and Index of Wage Gap, Black Females, U.S. Summary, 1966-1975.	129-134
14A-14I	Actual and Expected Annual Wage Bill and Wage Bill Gap of All Females U.S. Summary, 1967-1975.	135-143
15A-15I	Actual and Expected Annual Wage Bill and Wage Bill Gap of White Females U.S. Summary, 1967-1975.	144-152
16A-16I	Actual and Expected Annual Wage Bill and Wage Bill Gap of Black Females U.S. Summary, 1967-1975.	153-161
17A	Regression Trend Analysis of Female Employment by Job Category, U.S. Summary, 1966-1975.	162
17B	Regression Trend Analysis of White Female Employment by Job Category, U.S. Summary, 1966-1975.	163
17C	Regression Trend Analysis of Black Female Employment by Job Category, U.S. Summary, 1966-1975.	164
18A	Regression Trend Analysis of Female Employment Participation Rates by Job Category, U.S. Summary, 1966-1975.	165
18B	Regression Trend Analysis of White Female Employment Participation Rates by Job Category, U.S. Summary, 1966-1975.	166

List of Tables

Table No.	Description	Page
18C	Regression Trend Analysis of Black Female Employment Participation Rates by Job Category, U.S. Summary, 1966-1975.	167
19A	Regression Trend Analysis of the Percent Employment Gap of Women by Job Category, U.S. Summary, 1966-1975.	168
19B	Regression Trend Analysis of the Percent Employment Gap of White Women, by Job Category, U.S. Summary, 1966-1975.	169
19C	Regression Trend Analysis of the Percent Employment Gap of Black Women, by Job Category, U.S. Summary, 1966-1975.	170
20A	Regression Trend Analysis of the Improvement in the Employment of Women, Relative to White-Male Employment, by Job Category, U.S. Summary, 1966-1975.	171
20B	Regression Trend Analysis of the Improvement in the Employment of White Women, Relative to White-Male Employment, by Job Category, U.S. Summary, 1966-1975.	172
20C	Regression Trend Analysis of the Improvement in the Employment of Black Women, Relative to White-Male Employment, by Job Category, U.S. Summary, 1966-1975.	173
21A	Regression Analysis Between Female Employment and Education, by Job Category, U.S. Summary, 1966-1975.	174
21B	Regression Analysis Between White Female Employment and Education, by Job Category, U.S. Summary, 1966-1975.	175

List of Tables

Table No.	Description	Page
21C	Regression Analysis Between Black Female Employment and Education, by Job Category, U.S. Summary, 1966-1975.	176
21D	Regression Analysis Between White Male Employment and Education, by Job Category, U.S. Summary, 1966-1975.	177
22A	Regression Analysis Between Change in Female Employment and Change in Education, by Job Category, U.S. Summary, 1966-1975.	178
22B	Regression Analysis Between Change in White Female Employment and Change in Education, by Job Category, U.S. Summary, 1966-1975.	179
22C	Regression Analysis Between Change in Black Female Employment and Change in Education, by Job Category, U.S. Summary, 1966-1975.	180
22D	Regression Analysis Between Change in White Male Employment and Change in Education, by Job Category, U.S. Summary, 1966-1975.	181
23A	Regression Analysis Between Female and White Male Employment, by Job Category, U.S. Summary, 1966-1975.	182
23B	Regression Analysis Between White Female and White Male Employment by Job Category, U.S. Summary, 1966-1975.	183
23C	Regression Analysis Between Black Female and White Male Employment, by Job Category, U.S. Summary, 1966-1975.	184

List of Tables

Table No.	Description	Page
24A	Regression Analysis Between the Change in Female Employment and the Change in White Male Employment, by Job Category, U.S. Summary, 1966-1975.	185
24B	Regression Analysis Between the Change in White Female Employment and the Change in White Male Employment, by Job Category, U.S. Summary, 1966-1975.	186
24C	Regression Analysis Between the Change in Black Female Employment and the Change in White Male Employment, by Job Category, U.S. Summary, 1966-1975.	187
25A	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 12 Years to 15 Years of Schooling Completed, All Females, 1966-1975.	188
25B	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 12 Years to 15 Years of Schooling Completed, White Females, 1966-1975.	189
25C	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 12 Years to 15 Years of Schooling Completed, Black Females, 1966-1975.	190
25D	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 16 or More Years of Schooling Completed, All Females, 1966-1975.	191

List of Tables

Table No.	Description	Page
25E	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 16 or More Years of Schooling Completed, White Females, 1966-1975.	192
25F	Actual and Fair-Share Employment Levels and Number of Persons with Required Years of Schooling, 16 or More Years of Schooling Completed, Black Females, 1966-1975.	193
26A-26I	Projected Number of Years Required to Achieve Fair-Share Employment Position, by Job Category, Base 1966-1975.	194-202
27	Multiple Regression Analysis of the Improvement in the Employment of Females Relative to White-Male Employment, by Job Category, for Adjusted CPS Employment Data, 1958-1975.	203
28	Multiple Regression Analysis of the Improvement in the Employment of Black Females Relative to White-Male Employment, by Job Category, for Adjusted CPS Employment Data, 1958-1975.	204
29	Multiple Regression Analysis of the Improvement in the Employment of White Females Relative to White-Male Employment by Job Category, for Adjusted CPS Employment Data, 1958-1975.	205
30	Percent Improvement in the Ratio of Female to White-Male Employment as of 1975 Attributable to the Civil Rights Act of 1964.	206

INTRODUCTION

This is a study of female employment in the private sector as reported by those employers who are required to and did file EEO-1 Employer Information Reports with the Equal Employment Opportunity Commission. 1/

Purposes of Study

A major purpose of this study is to measure the occupational position of women in the EEO-1 universe between 1966 and 1975 and determine how their relative status changed during the ten year period. A second major purpose is to ascertain the impact of Title VII and the Commission upon the changing patterns of female employment. A third purpose is to project female employment gaps that exist when women's experiences in the reported EEO-1 workforce are measured against their expectations based upon fair-share employment levels. A fourth purpose is to estimate the economic loss to women workers which is associated with employment discrimination. A fifth purpose is to project the time when employment gaps will close.

Basic Premise of Study

This study is based upon the general proposition that women workers are entitled to a fair share of gainful employment and that the attainment of that fair share is a desirable social and economic goal of the highest priority. It is assumed that fair-share employment constitutes a minimum level of employment and that employment at any lower level is the result of systemic sex/racial discrimination. This implies that without such discriminatory influences in the market place, female employment would equal the fair-share level.

We will initially proceed under the assumption that there exists in the market place a sufficient pool of women who, like white men, are qualified or qualifiable for entry level or higher level positions in many of the occupations included under the broad job categories listed on the EEO-1 Reports. In a later section we will show this assumption to be valid.

1/ All employers subject to Title VII of the Civil Rights Act of 1964 (amended in 1972) who have 100 or more employees either in and of themselves or as part of an enterprise are required by law to file the Employer Information Report EEO-1. Federal contractors are required to file the report under other authorizations.

We also assume that the number of qualified or qualifiable women in this labor pool is more than adequate to meet the labor requirements which would raise female employment to a fair-share level. Also, we reject the traditional arguments that certain imperfections in the labor market, resulting in an insufficient supply of female labor measured either in quantitative or qualitative terms, account for any significant difference between fair-share employment and actual employment. To the extent that imperfections exist we hold they are man-made, the products of institutional employment practices and procedures which exclude women from certain job assignments. Contrary to current viewpoints, we assume that employment discrimination arising from this systematism is intentional and represents the wherewithal by which employers achieve the objective of denying fair-share employment to women.

It should be understood, however, that the attainment of fair-share employment on a broad job category basis would not mean that women have obtained an equitable share of positions in every occupation and job titles in each job category. In addition, it does not purport that individual female members of the workforce would not face problems of job denial or employment discrimination.

Methodology and Models

All of the models assume that women are entitled to a fair share of employment. An equitable fair-share level of employment means that female participation rates in broad job categories are no less than their employment availability rates (civilian labor force rates). If the participation rate in any broad job category is less than the employment availability rate, then an employment percent gap exists. Conversely, if the participation rate in any given broad job category is equal to or greater than the employment availability rate, no employment percent gap exists. The employment percent gap represents the difference between female employment expectation (employment availability rate) at a fair-share level and female employment experience (participation rate). The employment percent gap indicates the percentage points by which female participation in a given job category must be increased to match the employment availability rate.

Equality of employment means that female occupational distribution across a given job category is equal to the relative job mix of white males. The concept of equality of occupation distribution does not incorporate the quantity

concept of fair-share employment, but simply the quality, or job mix, of actual female employment. A ratio of the percent of all women employed in a given job category to the percent of all white males employed in the same job category is used to indicate the occupational position of women relative to white males, but exclusive of the effects of less than fair-share employment levels. The difference between 1 and the observed ratio provides an index of occupational gap. The index by job category shows the relative imbalances in the utilization of women over time, and also provides a method for observing any changes in the occupational standing of women.

The economic loss attributed to employment discrimination against the female labor force is obtained through the construction of an index of wage gap. This index is similar to the index of occupational gap, except that it refers to earning discrepancies rather than differences in occupational distributions. The index of wage gap, which is defined as the ratio of female earnings to white male earnings, is used as a method for determining the relative deficiency in female wages. Likewise, the index will show any movements in the relative earnings position of women.

The earnings position of women relative to white males is used to estimate the wage bill data in the wage bill model. The wage bill gap model is treated in three components: (1) total; (2) fair-share employment, and (3) median wages equal to white males. The wage loss models show not only the various wage bills which women receive and expect, but in addition, provide an indication of the relative importance of employment, job assignment, and wages upon the earnings position of women.

Regression models are used rather extensively in this study of female employment. Four series of regression models are used to analyze the trend in female employment. In addition, four regression models are used to measure labor market influences on female employment. Finally, three additional regression models are used to estimate the number of years it will take for women to achieve fair-share employment.

EMPLOYMENT GAP

The employment gap, which represents the difference between female employment expectations at a fair-share level of employment and female employment experiences in the labor market, may be measured from several perspectives. One method measures the difference between female employment availability rates and female participation rates. This difference is called the percent employment gap. The second method measures the difference between female fair-share employment levels and actual female employment levels. This difference is called the level of employment gap. The third method measures the differences between occupational patterns of women and white men. This relative disparity is called the index of occupational gap. We shall proceed to examine each of the gaps in the order listed herein.

Percent Employment Gap

The data in Tables 1A-3G provide the basis for our analysis. 2/ In 1966, the female availability rate was 36.2 percent. During the same year, 3/ female participation rates in selected job categories were as follows: officials and managers (9.3%); professionals (20.5% in 1967); technicians (22.6% in 1967); sales workers (38.8%); office and clerical (72.0%); craft workers (6.4%); and operatives (27.7%). 4/ Employment gaps existed in those job categories where female participation rates were less than the female employment availability rate of 36.2 percent. More specifically, employment gaps in percentage points were: 26.9 for officials and managers; 16.4 for professionals in 1967; 14.3 for technicians in 1967; 29.8 for craft workers; and 8.5 for operatives. The existence of an employment gap

---

2/ All tables are in Appendix II.

3/ Data for professionals and technicians in 1966 are not included because of classification changes in 1967.

4/ The remaining two job categories in the EEO-1 survey--laborers and service/maintenance workers--have been excluded from this study because women have reached or exceeded their fair-share level.

for each of these job categories and the overutilization of women in the sales workers category (38.8%) and in the office and clerical group (72.0%) implies that women as a class were adversely affected by sexual discriminatory practices in the hiring and selection of women workers.

Between 1966 and 1975, the female employment availability rate, participation rate, and percent employment gap changed. By 1975, the total female availability rate had increased to 40.1 percent. Their participation rates were as follows in 1975: officials and managers (14.3%); professionals (28.2%); technicians (33.3%); sales workers (47.7%); office and clerical (80.4%); craft workers (7.2%); and operatives (29.9%). Employment gaps still existed in the same job categories as in 1966. In percentage points they were as follows: officials and managers (25.8%); professionals (11.9%); technicians (6.8%); craft workers (32.9%); and operatives (10.2%). Women were more overutilized as sales workers and in office and clerical jobs in 1975 than they were in 1966. Increases in participation rates and decreases in some employment gaps do suggest that minor adjustments were made in the employment practices of EEO-1 emoloyers in order to accommodate women. However, the mere existence of these gaps, coupled with increases in the employment gaps for craft worker and operative jobs and expanded female participation in sales workers and office and clerical jobs, still means that women workers as a class are victims of sexually discriminatory employment policies and practices.

The impact, if any, of modification in employment practices upon women workers can be shown by looking at the percentage point changes in participation rates for any given job category over any given time period. Between 1966 and 1975, increases in female participation rates were as follows: officials and managers, 5.0 percentage points; professionals, 7.7 percentage points; technicians, 10.7 percentage points; sales workers, 8.9 percentage points; office and clerical, 8.4 percentage points; craft workers, 0.8 percentage points; and operatives, 2.2 percentage points. With the possible exception of the professionals and technicians job categories, the largest increases on a percentage point basis occurred in the two job categories where women were already overutilized. On the basis of the overall changes in participation rates it would appear that while women were making substantial progress in the professional and technician fields, the rate of progress by which they advanced in other job categories in which they were underrepresented was insignificant. The lack of progress becomes even more insignificant when one annualizes the percentage point increases.

On an annual basis, female participation rates increased as follows: officials and managers, 0.56 percentage points; professionals, 0.96 percentage points; technicians, 1.34 percentage points; craft workers, 0.09 percentage points; and operatives, 0.24 percentage points. Surely, no one committed to the cause of equal employment for women would view these changes as evidence of even moderate progress for women. The sparsity of female representation in these jobs and the overutilization of women in so-called "traditional female jobs" 5/ demonstrate that long-held views toward the role of women in the American labor market still linger on.

Although participation rates for females in all job categories did go up, the data indicate that the gains were not evenly distributed among all women workers. For example, the average increases in the participation rates of white women in the officials and managers and professionals job categories were greater than those for black women. On the other hand, the average increases in the participation rates of black women in the craft workers and operatives job categories were greater than those for white women. Even though both groups were overrepresented in the traditional female job area of office and clerical workers, the participation rate of black women in this field was increasing faster than that of white women. While white women were overrepresented, the participation rate for white women was increasing faster than that of black women.

It would appear, therefore, that there is less discrimination against white women in the higher paying white collar jobs than against black women competing for the same employment positions. The gains made by both groups in other traditionally non-female jobs was so insignificant as to make any comparison between them meaningless.

All women have to overcome the hurdle of sexism in the quest for equal employment, but black women have to overcome a second obstacle called racism. The two evils, sexism and racism, have the effect of slowing black women down in the traditionally non-female jobs of officials and managers and professionals.

5/ The traditionally non-female jobs include officials and managers, professionals, technicians, craft workers and operatives. The traditional female jobs include sales workers and office/clerical.

Level of Employment Gap

Comparisons of actual and fair-share employment levels will permit us to estimate and analyze the numerical level of employment gaps for each of the selected job categories (Tables 4A-6F). 6/

While there were some improvements in the level of female employment and a reduction in the overall level of employment gap, the results were not uniform among the individual job categories. In 1966, the number of women employed as officials and managers was not quite 190 thousand out of 2.0 million employed in the job category (Table 4A). Based on fair-share employment projections, female employment potential in the job category was around 742 thousand. Thus, female employment was nearly 552 thousand less than the fair-share level. This gap widened in each succeeding year except 1971. By 1975, female employment was 508 thousand out of a total of 3.5 million. Application of the female availability rate of 40.1 percent would have placed female employment at 1.4 million or approximately 916 thousand more than the actual employment level. The data in Table 4A also show that female employment increased by 318 thousand for the period 1966-1975, and total employment in the job category increased by 1.5 million. Fair-share level, on the other hand, rose by almost 682 thousand which was 364 thousand above the increase in actual employment. Apparently, increases in actual female employment in this job category did not keep pace with increases in female employment potential.

6/ These tables present employment data, in thousands, from the EEO-1 Reports on selected job categories as well as the total of these job categories for each year. Data in column 2 of each table show the total employment for all population groups, data in column 3 show the actual employment of women and data in column 4 show the fair-share employment. Fair-share level of employment is defined as the product of total employment and female employment availability rates. As such it represents the level of female employment under labor market conditions of equal employment opportunity, no systemic discrimination, and hiring conditions commensurate with the pool of female labor available qualified, or qualifiable, for work. The level of employment gap shown in column 5 is the difference between actual and fair-share employment levels. This difference represents the amount by which female employment must be increased to achieve an employment level representative of female employment potential and availability.

Women workers made their greatest gains in the traditionally non-female job category of professionals. In 1967, they accounted for only 372 thousand of all professional employment (Table 4B). A fair-share level of the 1.8 million total employed in the job category would have increased their employment to approximately 671 thousand. The difference between the level of female employment (372 thousand) and women's fair-share level (671 thousand) reveals that the level of the employment gap stood at 298 thousand. Both total employment and female employment generally increased for each year in the series. By 1975, women accounted for 775 thousand out of a total of 2.7 million employed in the job category. For the period 1967-1975, women accounted for 402 thousand or 43 percent of the 930 thousand increase in the number of persons employed in the professional category. The fair-share level of female employment increased by 431 thousand which was 29 thousand more than the increase in actual employment. On the basis of the significant decrease in the percent employment gap previously mentioned and the high percentage of new jobs in the job category going to women workers, one could conclude that employers were giving more than lip-service to the principle of equal access to professional jobs. Also, one cannot discount the probable impact of the vigorous enforcement of Title VII by the Equal Employment Opportunity Commission upon the changing status of women in professional fields.

The data in Table 4C suggest that employers were increasing the rate of their recruitment with regard to the selection and hiring of women for employment in the technicians job category. Here, one finds that in 1967, women accounted for 246 thousand of the approximate 1.08 million employed in the job category. If female employment had been at fair-share level, it would have been equal to approximately 401 thousand; hence, there existed a level of employment gap of slightly over 155 thousand. As total employment in the job category increased throughout the 1967-1975 period, female employment reached over 512 thousand out of over 1.5 million employed. A fair-share level would have placed female employment in the category at 617 thousand by 1975; therefore, a level of employment gap of over 104 thousand existed.

During the period 1967-1975, women accounted for 266 thousand or 58 percent of the 451 thousand increase in the number of persons employed in the technicians category. Since the fair-share change (216 thousand) was less than the

increase in actual employment (266 thousand), the level of employment gap decreased by 50 thousand.

The employment profile of women workers in the craft workers job category clearly illustrates the full meaning of sexual discrimination upon a class of workers (Table 4D). Out of a total of 3.6 million employed in the job category in 1966, less than 230 thousand were women. In 1975, women workers accounted for nearly 306 thousand of the 4.2 million persons employed as craft workers. If women had received a fair share of this employment, their level of employment would have been almost 1.7 million. Because of the difference between actual employment and the fair-share level of employment in 1975, the level of the employment gap amounted to over 1.3 million. Over the time period, total employment increased by 622 thousand; female employment by a mere 76 thousand. Since this overall improvement in female employment (76 thousand) was less than the increase in the fair-share projection (389) the level of the employment gap increased by almost 314 thousand. It would be an understatement to conclude that women were under-represented in this job category. The low level of female employment in the job category almost borders on exclusion from the field.

The operatives job category is another area in which sexual discrimination has cost women adequate representation in the workforce of EEO-1 employers. Although participation rates and level of employment in this area are greater than those in other traditionally non-female jobs, women have been and continue to be under-represented in the job category. This was true in 1966 when women held almost 1.8 million of nearly 6.5 million jobs in the category. If female employment had been at a fair-share level, women would have held about 2.3 million of the jobs; hence, a level of employment gap of almost 550 thousand. Between 1966 and 1975 the number of persons employed as operatives fluctuated, thus exhibiting an overall irregular pattern. In some years the total number of people employed in the job category declined; in other years the number increased. Female employment in the job category paralleled the patterns of total employment for the period. By 1975, female employment was about 2.0 million out of a total of more than 6.7 million. Based on a fair-share projection, the number of women employed should have been in excess of 2.7 million; hence, a level of employment gap of more than 688 thousand. The gap increased despite the fact that 229 thousand or 80 percent of the increased employment in the

job category over the ten year period was held by women. These employment gains made by women workers in the job category were less than the increase in the fair-share level based upon higher female employment availability rates.

In such traditional female jobs as sales workers and office/clerical, females as a group held more than a fair share of the jobs during each year of the ten year period. In addition, they accounted for almost 60 percent of the increased employment in the sales worker field between 1966 and 1975.

Index of Occupational Gap

In the preceeding sections, we used the percent employment gap to measure the difference between female availability rates and female participation rates, and the level of employment gap to measure the difference between fair-share employment levels and actual employment levels. Both of these measures relate to the equity concept of employment which incorporates the concept of fair-share employment. They do not, however, reveal any insight into the equality of female employment or the disparity, if any, between female and white male utilization in the workforce. The index of occupational gap is used to measure the disparity between male and female utilization and to indicate the extent to which female workers are under-represented or over-represented, as compared to white male workers, because of differential occupational distribution. It should be pointed out that the percentage occupational distribution of female employment does not incorporate the concept of fair-share employment, but simply reveals the job mix of actual employment. The data in Tables 7-10G provide the basis for our analysis of the utilization of female workers in comparison with white male workers.[7/]

7/ In each table, the occupational distribution of female and white male workers are given in columns 2 and 3 respectively. These distributions tell us what percentage of the group's total employment is found in given job categories. The ratio of female workers to white male workers in column 4 shows the relative occupational position of women workers to white male workers. The relative occupational position of women workers yielded by these ratios show the effect of employment decisions upon the quality of female employment. An index of occupational gap is shown in column 3 of each table. These indices provide a mechanism for evaluating any changes in the relative position of women workers and in the degree of disparity between the utilization of both groups.

The overall distribution of jobs in the EEO-1 workforce represents the employers' total demand for specific units of labor. In 1967, employers distributed their workforce among the selected job categories in the following manner: officials and managers (8.4%); professionals (6.6%); technicians (3.9%); sales workers (8.7%); office/clerical (16.8%); craft workers (14.2%); and operatives (25.7%).[8/] If the employment processes were free of systemic discriminatory features and our assumption regarding the availability of female labor holds true, then the utilization patterns for any group or class of workers would approximate the overall distribution of the workforce.

In examining the data in Table 7, one finds that in 1967 the utilization patterns for women differed from both the overall distribution of the workforce and the white male distribution. Women had much lower occupational distribution rates in traditionally non-female jobs than white males and much higher rates in the traditional female jobs. In fact, only 35 percent of all women workers were found in traditionally non-female jobs compared to 59 percent of the total workforce and 72 percent of all white males. Almost 49 percent of all female employment was concentrated in the sales workers and office/clerical jobs traditionally held by women. This compares to almost 26 percent of the total workforce and almost 16 percent of all white male workers.

How does one explain the fact that the occupational distribution of women differs significantly from that of white males? If one accepts our assumption of adequate labor supply, one must conclude that this inequality of treatment between women and white male workers could not have happened by chance. It had to be the result of deliberate employment decisions designed to limit or concentrate female employment into certain job categories.

The inequality between the utilization of women versus white males is further seen by using the index of occupational gap to measure the relative occupational deficiency experienced by women. The index for each of the traditionally non-female jobs shows that women workers were under-utilized when compared to white male workers. For example, the index in 1966 for female officials and managers was 80 percent. This means that female utilization in the job category was 80 percent below the normal utilization of white males in this category. Female occupational deficiencies in other

---

8/ See Appendix II: Table 7.

traditionally non-female jobs were: 50 percent for professionals (1967); 42 percent for technicians (1967); 86 percent for craft workers; and 12 percent for operatives. It is doubtful that such occupational disparity could have occurred through the process of randomly selecting employees from a common labor pool and making placement decisions on an non-discriminatory basis. It is more reasonable to assume that they were the result of employment decisions designed to achieve token compliance with civil rights laws in the field of employment.

Between 1966 and 1975, there were some changes in the EEO-1 employers' overall demands for specific units of labor. There was a marked shift from blue-collar type jobs to white-collar jobs. Within the white-collar field only office/clerical jobs declined as a percent of all jobs. The two selected blue-collar jobs of craft workers and operatives declined from their percents of total jobs in 1966. By 1975, the occupational distribution profile of EEO-1 employees were as follows: officials and managers (10.9%); professionals (8.4%); technicians (4.7%); sales workers (10.0%); office/clerical (16.4%); craft workers (12.9%); and operatives (20.7%). Although changes in the occupational distribution patterns for white men and all women moved in the same general direction as the overall profiles, women continued to have lower occupational distribution rates than white males in those jobs not traditionally held by women. Almost 34.0 percent of all female employment in 1975 was in traditionally non-female jobs compared to nearly 58.0 percent of the total workforce and about 74 percent of all white male employment. Approximately 48 percent of all female employment was in traditional female jobs such as sales workers and office/clericals. This compares to 26 percent of the total workforce employed in these jobs and only 14 percent of all white males employed.

While the above data tend to indicate that the occupational distribution of women workers improved somewhat between 1967 and 1975, women were still accorded different treatment than white male workers. The extent of differential treatment is seen by observing the data in column 4 of Tables 8A-10G. It appears that changes in the relative occupational position of women to white males varied among several of the selected job categories. The relative position of women to men declined in the craft workers and operative job categories. The greatest improvement occurred in the technician category where the relative position of women increased from 57 percent of white male normal utilization in 1966 to around 79 percent by 1975. Somewhat smaller changes occurred in the officials/managers job

category where the ratio increased from almost 20 percent to slightly more than 25 percent. The indices of occupational gap show that female under-utilization decreased by 10 percentage points for professionals and around 5 percentage points for officials and managers. Despite these changes female utilization when compared to white male utilization remained deficient as follows: officials and managers (74.7%); professionals (40.2%); technicians (20.8%); craft workers (87.4%); and operatives (22.8%).

While the improvements in the occupational distribution of women may not satisfy the requirements for full participation by female workers, they do demonstrate that employers were conscious of Title VII and did make efforts to change their patterns of female utilization.

EARNINGS POSITION OF FEMALE WORKERS

In the preceding sections we focused on the level and quality of female employment between 1966 and 1975. Now, we shall look at the annual earnings of female workers in selected job categories to ascertain if the earnings of women workers have kept pace with those of white male workers. We will use an index of wage gap to measure earnings differentials between women workers and white male workers. Given the earnings differentials, we shall estimate the cost of employment discrimination to women. We will use the wage bill gap model to make these estimations.

Index of Wage Gap

In using the index of wage gap to determine how employment discrimination affects the earnings of women workers, we shall assume that women workers and white male workers receive the same pay for the same work, or equal pay for equal work. If the occupational distribution of women workers in a given job category was equal to that of white male workers, there would not be any differences in the median earnings of both groups, except in those instances where persons of one group had more seniority and the pay scale was based on seniority. Earnings differentials due to seniority would be justifiable, unless persons of one group were historically excluded or restricted from gaining entry into the occupations, and persons from the other groups benefited from that exclusion. Whenever exclusion of this type occurs, wage differentials are direct results of discriminatory employment practices and cannot be explained except in the context of job discrimination -- past or present.

The data in Tables 11A-13F provide the basis for our analysis of the wage gap.[9] According to the data, the annual median earnings of both women and white males increased during the years 1967 to 1975. The earnings of women workers increased faster than those of white male workers in four job categories -- officials/managers, professionals, technicians, and craft workers. In the other job categories the median earnings of white males increased faster than those of females. The earnings of black females increased faster than those of their white female counterparts. The wage gap, which is the dollar differential between female and white male annual median earnings, increased in all of the selected job categories. This was true for both white and black female workers.

---

[9] These tables present estimated data on the annual median earnings of women and white males by year for selected job categories. The data are based upon estimates of median weekly earnings inflated to cover the entire year, for payroll workers derived from the May CPS. In each table, the annual median earnings of women and white male workers, in thousands of dollars, are given in columns 2 and 3, respectively. Column 4 of the tables show the wage gap which represents the dollar differentials between the annual median earnings of women and white males. Column 5 of the tables provides the index of wage gap, which is defined as the ratio of the difference between white male and female earnings to white male earnings. It is calculated as follows: $\frac{Wm - F \times 100}{Wm}$.

The index is the same as the index of occupational gap given in Tables 8A-10G, except, of course, it refers to earnings discrepancies rather than differences in occupational distributions. Since the data in these tables are derived from only one month of CPS, differences in earnings in the various job categories by year as well as by women and white males may be subject to considerable sampling error. Nevertheless, the earnings data of these tables do indicate the relative earnings position of women to white males and thus will be used to estimate the wage bill data provided in Tables 11A-13F.

While the dollar differentials are shown through the wage gap, the earnings position of women workers relative to white male workers is seen through the index of wage gap. 10/

In those job categories where female annual wages increased faster than those of white males, the index of wage gap decreased (officials and managers, from 51.08 percent to 45.16 percent; professionals and technicians, 35.71 percent to 34.01 percent; and craft workers 46.37 percent to 41.52 percent). In those job categories where white male annual median earnings increased faster than those of female workers, the index of wage gap increased (sales workers, 62.50 percent to 67.25 percent; clerical/office workers, 33.33 percent to 39.04; and operatives 40.35 percent to 42.26 percent).

The index of wage gap also reflects the hiring and promotional practices of employers. It was noted in the section on the level of employment that more women were employed in all of the selected job categories in 1975 than in 1966. However, the continuance of the wage gap and its enlargement in several of the job categories does insinuate that a considerable number of women are entering the various categories through job assignments which have lower earnings than white males. In addition, the magnification of the wage gap may have also resulted from promotional practices which permit only a few women to move upward into better paying job assignments as compared with white men. Its continued existence and growth also suggest that women are treated differently from white men when employers make job assignments. Such differential treatment will surely result in unequal worker distribucion throughout the various occupations which comprise any given job category.

Unquestionably, this pervasive, unequal treatment in job assignment has had an adverse impact upon the earnings of

10/ This index measures earnings discrimination between females and white males. Any increase in the index implies that the relative earnings position of women workers deteriorated relative to that of white male workers. Conversely, any decrease in the index means that the relative earnings position of women workers improved. If the index remains unchanged, it would imply no change in the relative earnings position of women.

women and because of its significance, this result could not have happened by chance. Whether it is the result of present discriminatory practices or present effects of past discrimination, the economic impact is the same. The extent of this impact will be discussed in the next section.

Wage Bill Gap

Employment discrimination results in economic loss to the female work force. It results in the loss of billions of dollars in wages which would have been earned if women had been employed at fair-share levels with equality of occupational distribution and job assignments. As previously seen, however, women are not employed in numbers commensurate with their availability for work, and their job-mix and level of earnings lag behind white males. Hence, the actual annual wage bill received by women is less than the wage which would be expected based upon fair-share employment, equal opportunity of job assignments, and earnings equal to white males. Any differences between the actual and expected wage bills represent the wage bill loss. This loss is called the wage bill gap.

In measuring the economic impact of employment discrimination upon women workers, we shall calculate the wage loss and determine if the annual wage loss has been increasing or decreasing since 1966. Then we shall determine how much of the wage loss is due to employment gaps, how much is attributable to inequality of job assignments within occupational categories and how much is a function of wage differentials. In order to proceed with these analyses, we shall use three models. In the first model, we shall assume that the level of female employment is equal to female availability rates and that the job assignments and occupational distribution of women are equal to those of white males. This model will show the economic impact of inequities of employment and inequalities of job assignments and wage differentials upon women. In the second model, we shall assume that the level of female employment is equal to female availability rates while job assignments within occupational categories and median earnings of women are less than those of white males. Here the model will reveal the proportion of the wage bill loss that is due to inequities of employment. In our third model, we shall assume that job assignments within occupational categories and median earnings of women are equal to those of white men while the level of female employment is less than female availability rates (i.e., actual female employment is used). This model will show what proportion of the wage loss is due to the wage effect measured at actual employment levels.

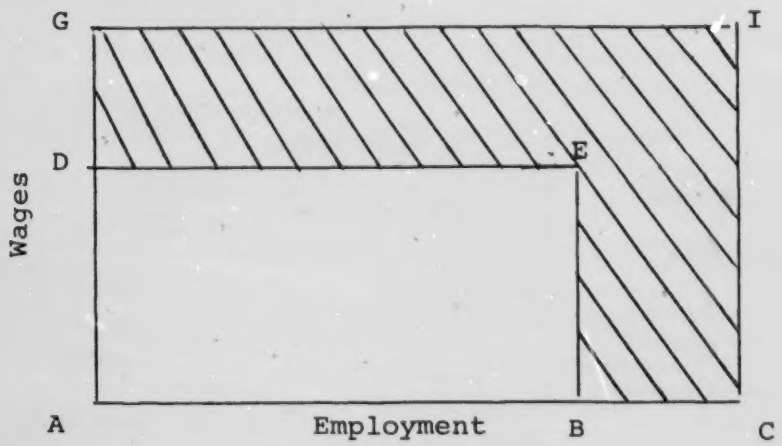
The data in Tables 14A-16I provide the bases for our analyses.

The estimated annual wage loss and estimated total wage loss of women workers for the period 1967 to 1975 are given in Table 14A. The actual wage bill received by women workers is shown in column 2. The expected wage bill female workers would have received if the level of female employment, type of job assignments, and occupational distribution of women had been equal to those of white males is given in column 3. The total wage loss or total wage bill gap, which represents the differences between total actual and total expected wage bill, is shown in column 6.

Under our first assumption, where the level of total female employment is equal to female availability rates, and job assignments and occupational distribution of women are equal to those of white males, women would have received over $734 billion in wages for the given years. As we have seen, however, the assumptions were not met; hence, female workers actually received approximately $362 billion. Thus, employment discrimination cost women workers over $371 billion in loss wages over the given years. In addition, the data reveal that the annual wage loss rose from over $28.8 billion in 1967 to around $66.5 billion in 1975.

The impact of inequity of employment, inequality of job assignments, and occupational distribution upon the earnings of women workers is illustrated in Figure 1. Here, AD

Figure 1. Actual and Expected Wage Bill of All Females and Total Wage Bill Gap, 1975



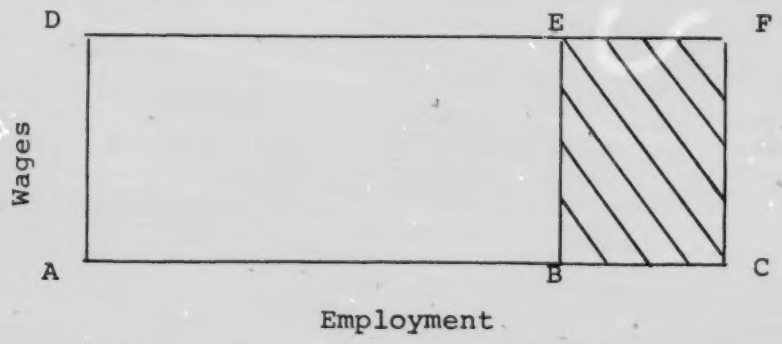
Source: Table 14A

represents the assumption of female median wages being equal to those of white males. The actual level of female employment is equal to AB, while AC represents the fair-share employment level of women. The rectangular area ABED represents the actual wage bill of $362 billion and the area ACIG represents the expected wage bill of $734 billion. The difference between these two areas shown by the area DEBCIG represents the $371 billion wage loss over the given years. By releasing our assumption of fair-share employment levels and inequalities of job assignments within occupational categories, we find that the economic impact of employment discrimination upon women did not lessen, but rather increased, during the period 1967 to 1975, from $28.8 billion to approximately $66.5 billion.

Now, in order to determine how much is attributed to inequalities of job assignments within occupational distributions and to wage differentials, we shall analyze the data in terms of our second and third assumptions. Under the conditions of fair-share employment at actual wages, women would have received over $423 billion in total wages for the given years. When we release the assumption of fair-share level employment, we find that women workers actually received only $363 billion in wages. Employment at less than fair-share level cost female workers some $60 billion in lost wages (i.e., $423 billion - $363 billion).

The impact of less than fair-share employment is illustrated in Figure 2. It shows the employment effect on the wage gap due to an actual female employment level, AB, which is less than the fair-share level, AC, by an amount BC.

Figure 2. Employment Effect on Wage Bill Gap



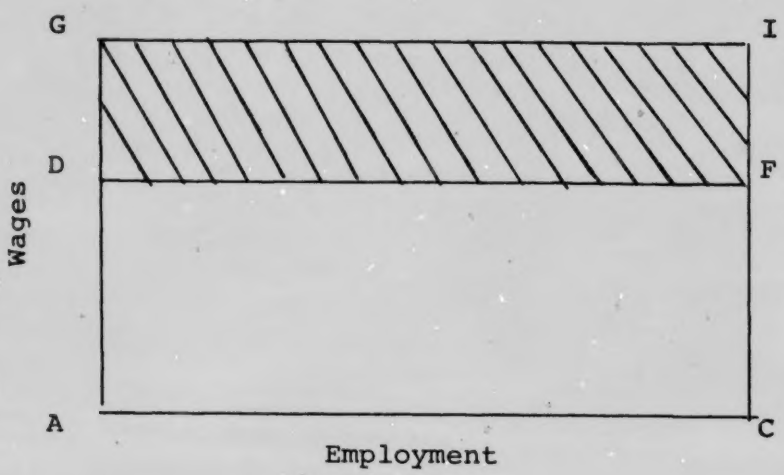
Source: Table 13A

Holding female median wages constant at AD, the employment component of the gap is indicated by the area BCFE which is the difference between the fair-share wage bill, area ACFD, and the actual wage bill, area ABED. Area BCFE represents that portion of the wage bill gap in Figure 1 which lies below the area DFIG. The $60 billion wage loss illustrated by the area BCFE in Figure 2 represents about 16 percent of the total wage bill gap of $371 billion. Thus, one can conclude that discriminatory job practices in hiring and selecting employees which cause the level of female employment to be less than their fair-share account for only a small percentage of the total wage bill loss incurred by women workers.

If the bulk of the economic impact of employment discrimination against women does not come from discriminatory job practices in hiring and selecting employees, then it must be the result of other types of discriminatory practices. Perhaps inequalities in job assignments and wage differentials have the greater influence on the economic loss. In order to determine how much of the $371 billion wage gap is due to inequalities of job assignments within occupational categories and to wage differentials we shall compare the expected wage bill computed under our first assumption--fair-share employment with wages and job assignments equal to white males--with the expected wage bill computed under our second assumption of just fair-share employment. Under our first assumption, the expected wage bill amounted to over $734 billion. Under our second assumption, the expected wage bill came to over $423 billion. The difference of over $310 billion represents the job assignment/wage effect on the wage bill gap.

The data presented in Column 8 of Table 14A and illustrated in Figure 3 represent the difference between the expected wage bill for women (e.g., area ACIG corresponding to the $734 billion in Column 3 of Table 14A) and the wage bill measured at a fair-share employment level and actual median wages for women (e.g., area ACFD corresponding to the $423 billion given in Column 4 of Table 13A). The difference of $310 billion shown in Column 8 of Table 14A is represented in Figure 3 by the area DFIG. This area represents that portion of the wage bill gap shown in Figure 1 which lies above the area ACFD. It accounts for almost 74 percent of the $371 billion wage loss suffered by women workers for the given years. It appears that inequalities of job assignments within occupational categories and wage differentials have a much greater impact upon the wage bill gap than do employment gaps.

Figure 3. Wage/Job Assignment Effect Measured at Fair-Share Employment

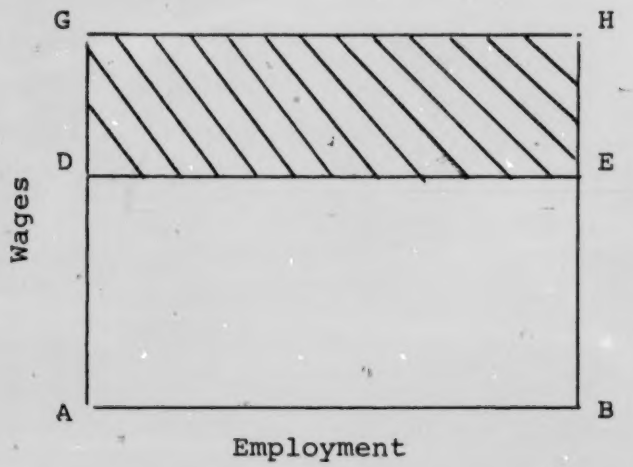


Source: Table 13A

We have now estimated the total wage bill loss that women suffer as a result of employment discrimination. We saw that this loss amounted to over $371 billion for the years 1967-1975. We estimated that approximately $60 billion of this loss was attributed directly to actual female employment being less than fair-share. This represented about 16 percent of the total wage bill loss for the period. We found that approximately $310 billion of the wage loss was caused by women being employed at less than fair-share levels with job assignments and median annual wages lower than those of white males. Now we want to estimate what proportion of the wage loss is due to wage differentials at actual employment levels. To do this, we will compare the actual wage bill with the expected wage bill at actual employment levels, and assume that the median annual wages of women under the expected wage bill are equal to those of white men. If job assignments and median annual earnings of women were equal to those of white men, even though actual employment was less than fair-share, the expected wage bill for the period would have been in excess of $619 billion instead of over $362 billion. The difference of almost $257 billion represents the impact of wage differentials and inequalities of job assignment upon the wage bill loss when measured at actual employment levels. The difference is shown graphically in Figure 4. The area ABHG corresponds to the data in Column 5 of Table 14A ($619 billion). The area ABED represents the actual wage bill of $362 billion. The difference between the two areas represents the wage effect measured at actual

female employment. It is shown by the area DEHG and corresponds to the $256 billion shown in Column 9 of Table 14A.

Figure 4. Wage/Job Assignment Effect Measured at Actual Employment



Source: Table 13A

The socio-economic impact of the economic loss incurred by women through sexual and racial discriminatory employment practices goes well beyond the billions of dollars lost in wages. It includes, for instance, reduction in living standards. It also may involve a less-than-optimum allocation of labor factors of production. These items, of course, have not been included in this study.

TREND ANALYSIS OF FEMALE EMPLOYMENT

We have used descriptive statistics to measure the employment position of women over the period 1966-1975. While these statistics have enabled us to analyze changes in the employment profile of women, there exists a need to project future employment trends for women and to estimate employment gap closures. Projecting female employment change involves more than our previous analysis of employment and related data. It embodies certain assumptions concerning the future state of the economy, civil rights activities, etc. In the regression models used below to analyze employment trends, the assumption is that the economic conditions of a

given future time period will not be significantly different from those of the base period 1966-1975. If the economic conditions vary significantly either way, then our projections will either be too large or too small. For instance, if the period is chiefly characterized by a prolonged severe recession, the projections will tend to be too small. On the other hand, if the period is expansionary and Title VII is strengthened with more enforcement powers, the projections will tend to be too large.

To analyze the trend in female employment, four series of regression models were run for the period 1966-1975. The first is a regression trend analysis of the levels of female employment by job category. The second series is a trend analysis of the participation rates of women by job category. The third is a trend analysis of the percent employment gaps of women by job category. The fourth is a trend analysis of the improvement in the employment of women relative to white male employment by job category. Each regression model consists of three runs--one each for all females, white females and black females.

Analysis of the Employment Level

The first model measures the relationship between employment (the dependent variable) and time (the independent variable). This model is stated by the equation:

(1) $E_i = A_i + B_i T$ .... $i = 1, ..., 8$

Where:

E_i = A dependent variable representing the level of employment in the ith job category.

A_i = The regression constant for the ith job category. It represents that part of the employment level which is autonomous of time.

B_i = The regression coefficient for the ith job category. It represents the annual change in employment.

T = Time (an independent variable where T = 0 for 1966, T = 1 for 1967 ...., T = 9 for 1975.

According to the regression coefficients in Column 3 of Table 17A, female employment exhibited an annual change over

the 1966 to 1975 period which ranged from 9,200 for craft workers to 141,500 for clerical workers. The regression coefficient for female employment in the officials/managers category is 34.7. This means that the average annual increase in female employment during the period 1966-1975 in this occupation was 34,700. Total female employment for all EEO-1 job categories rose on the average by 510,500 workers each year. The smallest and largest average annual increases for both white and black women took place in the craft workers and office/clerical workers categories, respectively (Tables 17B and 17C).

Together, the regression constants and coefficients can be used to project the level of female employment. According to equation (1), total female employment in 1980 can be expected to equal 15,163,800 since:

$$(1) \quad E_i = A_i + B_i \quad T \; i = 1, \ldots . 8$$

$$E_i = 8{,}016{,}800 + 510{,}500(14) = 15{,}163{,}800$$

Using the same equation we can expect the level of female employment in the officials and managerial category to equal 648,800 by 1980 since:

$$(1) \quad E_i = A_i + B_i \quad T \; i = 1, \ldots . 8$$

$$E_2 = 163{,}000 + 34{,}700(14) = 648{,}800$$

For professionals, we can expect the level of female employment to equal 1,079,300 by 1980.

$$(1) \quad E_i = A_i + B_i \quad T \; i = 1, \ldots . 8$$

$$E_3 = 311{,}200 + 50{,}500(13) = 967{,}700$$

Similar projections can be made for the other job categories and for white and black women.

The correlation coefficient given in column 4 of Table 17A is a measure of the degree of association between the variation in female occupational employment and time. The value of this coefficient when squared and multiplied by 100 is often interpreted as the "explained" percent variation (column 5). This latter value indicates the proportion of the variation of female occupational employment explained by the variation in time. As shown in column 5, the variable time accounts for 94.4 percent of the change in female employment in the occupational category

officials/managers. The relationship between time and female occupational employment appears to be very high for the categories officials/managers, professionals, sales and clerical workers. It is very low for the operative category.

When comparing the regression results for black women (Table 17C) with those for white women (Table 14B), the "explained" percent variation for total EEO-1 employment is similar for the two groups (95.5 percent for black women versus 92.6 percent for white women). However, for specific occupations, interesting differences exist. For example, black female employment in the technicians category (with an explained variation of 98.0 percent) is more sensitive to time than white female employment (with an "explained variation" of 82.8 percent). This is even more the case for craft workers (88.8 percent versus 46.0 percent "explained variation") and, especially for operatives (82.5 percent versus 3.4 percent explained).11/

An indication of whether or not the regression constants and coefficients are significantly different from zero is given by the size of the t-value or t-ratio.12/ The t-value is presented in parenthesis in columns 2 and 3 of Tables 17A, B, and C. A high t-value (in this case a value larger than 1.895) tends to reject the hypothesis that these terms are equal to zero. In Table 17A, regression constants for female employment are all significant at the one percent level.

11/ When comparing change over time, one should always keep in mind the size of the base number for which the changes are measured. An indication of the average size of the base number for female occupational employment is the value of the regression constant as given in column 2 of Tables 17A-17C. It is evident that the base number for white women is much larger than that for black women in all job categories.

12/ In regression analysis, we use the concept of "statistical significance" of the regression constant and regression coefficient. The term "statistical significance" refers to the assumption that the constant and coefficient are significantly different from zero. This assumption implies that these terms carry enough weight in explaining the size of the variation of the dependent variable to be included in the regression model. The alternative assumption, that the terms are equal to zero, implies that they carry no explanatory weight and may as well have been omitted from the regression equation.

This means that, with a 99 percent level of confidence, we can reject the hypothesis that the constant is not significantly different from zero. The regression coefficients for females are also significant at the one percent level, except for those of craft workers and operatives which are significant at the ten percent level. We can conclude with a 99 percent level of confidence (in the case of craft workers and operatives, at the 90 percent level), that time is a significant variable in explaining the variation in female occupational employment.

In the case of black female employment (Table 17C), the regression constant for officials/managers is not significant at the ten percent level, and for white females (Table 17B), the same holds true for the regression coefficient for the operatives category. Thus, time is not a significant variable in explaing the variations in the level of employment for white women in the operative category, while for black women, the base or autonomous employment in the official/managerial field is not significant (i.e., the employment of black women in this field has started from zero).

Analysis of the Participation Rate

The second model measures the relationship between female participation rates (the dependent variable) and time (the independent variable). This model is stated by the equation:

(2) $P_i = A_i + B_i \quad T \; i = 1, \ldots . 8$

Where:

P_i = A dependent variable representing female participation rate in the ith job category. All other terms are as defined in equation (1)

According to the regression coefficients in column 3 of Table 18A, female participation rates exhibited an average annual increase over the 1966 to 1975 period which ranged from 0.11 percent for craft workers to 1.4 percent for technicians. The average annual increase in the participation rate for the category officials/managers is 0.57 percent. For all EEO-1 job categories, female participation rates rose at an average annual rate of 0.66 percent. As shown in Table 18C the largest and smallest annual increases in participation rates for black women occurred in the categories of clerical workers (0.54 percent) and craft workers (0.06 percent) respectively. For white women

(Table 18B), the largest annual increase was in the technician category (1.0 percent). Their average participation rate in the category operatives actually decreased (-0.12 percent). This means that although white female employment in this job category increased during the period, their share of operative jobs decreased.[13/]

In spite of the overall significance of the regression constants and coefficients and the large correlation coefficients for the total EEO-1 job category, the explained variation values in column 5 indicate that the change in female participation rates within occupations cannot be fully explained by the time variable alone. For example, Table 18A indicates that for all women, the categories of craft workers and operatives have low explained variation values. For black women, however, the explained variation values tend to be high across all occupational categories (Table 18C), while for white women the explanatory power of the time variable is generally low for several job categories (Table 18B). In the case of clerical workers and craft workers, the explained variation is extremely low (9.5 percent and 9.3 percent, respectively). The regression coefficients for these two job categories were not significant.

Analysis of the Percent Employment Gap

The third model deals with the trend of the percent employment gap. It measures the relationship between the percent employment gap (the dependent variable) and time (the independent variable). This model is stated by the equation:

(3) $G_i = A_i + B_i \quad T \; i = 1, \ldots . 8$

where:

G_i = A dependent variable representing the percent employment gap of women in the ith job category.
All other terms are the same as before.

13/ The regression constants and regression coefficients for all, black, or white females are significant at the 10 percent level, except for the three regression coefficients for white females in the categories technicians, clerical workers and craft workers (Table 15C).

According to the regression coefficients in column 3 of Table 19A, the percent employment gaps have been closing for women in all occupations, except for craft workers and operatives. The coefficients for these two job categories are positive, meaning that over time their gaps tend to become larger. The coefficient for operatives, however, is not statistically significant. For all other job categories the coefficients are negative, meaning that over time their gaps tend to become smaller. For all women, the highest annual rate of gap closure was in the technicians category (-1.0 percent). The lowest gap closure rate existed in the officials/managers category (0.17 percent). For all EEO-1 job categories, the gap closure rate was 0.27 percent. The fact that the value of the regression constant is negative for sales workers (-0.85 percent) and clerical workers (-35.48 percent) categories implies that the gap for these categories was negative at the beginning of the time period under consideration (1966). A negative gap means that women were over-represented in these categories relative to their availability rate.

For white women (Table 19B), the regression constant for sales workers is negative, meaning that there has been a tendency for over-representation to increase. For clerical workers, however, the regression coefficient is positive, meaning that the rate of increase in over-representation has been decreasing over time.

The regression coefficients indicate that for black women the percent employment gaps have been closing in all occupations (Table 19C). However, the absolute values of the coefficients are very small relative to the intercept terms for officials/managers and craft workers categories. This means that if the present trend continues it will take a long time before the gaps will close in these categories. For clerical workers, the regression coefficient is approximately one-third as large as the regression constant, which indicates that the employment gap closed in 1969. For operatives, the coefficient is approximately one-seventh as large as the constant; therefore, the gap closed about seven years after the beginning of the period, i.e., in 1973. The regression constant for technicians is more than ten times as large as the regression coefficient; therefore, the gap had not yet closed at tht end of the period under consideration.

As shown by the "t" values, the regression constants and coefficients for several occupations are not statistically significant and thus any projections regarding gap closure for these occupations are questionable. Furthermore, for several other job categories, the constants and coefficients are significant but the "explained percent" variation is low. This again indicates that factors other than time impact on gap closure. Nevertheless, we shall use the value of the regression constants and regression coefficients to project future gap closure in a succeeding section.

Analysis of Relative Employment Trends

The final model measures the trend of improvement in the employment of women relative to white male employment in the various job categories. This model is stated by the equation:

$$(4) \quad LN \left(\frac{E_F}{E_M}\right)_i = A_i + B_i \; T \quad i = 1, \ldots. 8$$

where:

$LN \left(\frac{E_F}{E_M}\right)_i$ = A dependent variable representing the natural logarithm of the ratio of female employment to white male employment, in ith job category.
All other terms are the same as before.

By using the logarithmic transformation of the ratio of female employment to white male employment, the regression coefficients indicate the rate of improvement of female employment relative to the employment of white males in the job categories. As shown in Table 20A, the regression coefficient for women in the officials/managers category is 0.059. This means that the average annual rate of improvement in the employment of women relative to the employment of white males for this occupation is 5.9 percent. Alternatively expressed, it means that the difference in the annual rate of increase in employment between women and white males was 5.9 percent. The largest average annual improvement in employment of women as compared to white males occurred in the technician category (8.0 percent) and the smallest improvement in the operative (2.3 percent). For all EEO-1 job categories, the relative rate of improvement in female employment was 3.4 percent. The largest improvement in the employment of black women

occurred in the officials/managers category (17.1 percent) and the smallest change occurred in the craft workers and operatives categories -- approximately 8.8 percent in each.[14]

For white women the largest improvement was in the technician category (6.9 percent); the smallest in the operatives category (0.7 percent).[15] The regression constants and regression coefficients are significant for all job categories. While the explained percent variation is not very high for all women, for black women the majority of all values are equal to or larger than 90 percent. Despite significant regression coefficients, the explanatory power of the time variable for white women is low for craft workers and operatives (35.6 percent and 37.0 percent respectively). The regression coefficients indicate that in all job categories, the rate of increase in the level of female employment was greater than the rate of increase in the level of white male employment.

LABOR MARKET INFLUENCES ON FEMALE EMPLOYMENT

We shall measure the impact of changes in labor market conditions upon female employment. On the supply side, we shall look at available supply and the level of employment. On the demand side we chall compare changes in the level of female employment with changes in the level of white male employment. White male employment shall serve as a proxy for total demand.

Supply Factor Analysis

In examining the supply side of the labor market, consideration was given to three factors. First, we wanted to get an indication of the sensitiveness of female occupational employment to the supply of available female labor. Secondly, we wanted to measure the relationship, if any, between annual changes in the available supply of female labor and annual changes in female employment. Thirdly, we wanted to see if the relationship between education and female employment differed from that between white male employment and education. Two regression models were used to make these determinations. The first is a regression analysis of the level of female employment and the number

---

[14] See Table 20C.

[15] See Table 20B.

of women with the required years of schooling for any given job category.[16] This model is stated by the equation:

(5) $E_i = A_i + B_i S_i \quad i = 1, \ldots . 1$

where:

E_i = A dependent variable representing the level of employment in the ith job category.

A_i = The regression constant for the ith job category.

B_i = The regression coefficient for the ith job category.

S_i = An independent variable representing the number of persons with the required years of schooling for the ith job category.

The data in Table 21A-21D show the relationship between the level of female educational attainment and employment. In Table 21A, the regression coefficients for all females are significant for all selected job categories and total EEO-1 employment. In most of the job categories the regression coefficients tend to be highly significant. The correlation coefficients in column 4 indicate that, except for craft workers and operatives, there exists a large degree of association between female employment and the level of education.

We find that in Table 21B, however, the regression coefficients for white women are significant for total EEO-1 employment and for all job categories except operatives. Overall, the regression coefficients tend to be highly significant. The correlation coefficients in column 4 indicate that, except for craft workers and operatives, there exists a large degree of association between white female employment and the level of education.

16/ Source: Current Population Series P-20. The required years of schooling that were used for the various job categories were as follows: Professionals/Technicians - 16 years and over; craft workers - 12 years; all other categories - 12-15 years.

For black women, the data in column 3 of Table 21C, reveal that the regression coefficients are significant for the selected job categories and total EEO-1 employment. The correlation coefficients in column 4 indicate that there exists a high degree of relationship between black female employment and the level of education.

When comparing the relationship between education and employment for black and white women one finds that the percent explained variation is generally higher for black women than for white women. The percent unexplained variation is generally higher for white women than for black women. While the level of education affects a large portion of the employment of both black and white females, factors other than education have more influence upon the employment of white females than upon the employment of black females. Perhaps race is one of the factors that influence the employment decisions when women are in competition for jobs. This point will be further explored in the section titled: "Availability of Female Labor Supply".

In all job categories except officials/managers, the degree of association between education and employment is much higher for all females than it is for white males. Thus, a greater part of the employment of white males is explained by factors other than education.

The second regression model looks at the relationship between annual changes in the available supply of female labor and annual changes in female employment. This model is stated by equation (6):

$$(6) \quad \Delta E_i = A_i + B_i \Delta S_i \quad i = 1, \ldots 8$$

where:

ΔE_i = A dependent variable representing the change in the level of employment in the ith job category.

ΔS_i = An independent variable representing the change in the number of persons with years of schooling commensurate with the ith job category.
A_i and B_i are defined as before.

Tables 22A-22D show how a change in the annual change in education, or how a change in the rate of increase in education, relates to changes in employment. In Tables 22A and 22B, the "t" values in column 3 indicate that all regression coefficients are insignificant. Insignificant regression coefficients mean that changes in the increase of education have little impact upon changes in the level of total female and white female employment. Other factors such as the administration of Title VII by the Commission may have a greater impact upon changes in the level of employment.

The "t" values in column 3 of Table 22C indicate that for black women the regression coefficients for clerical workers, craft workers, operatives and total EEO-1 employment are significant at the 10 percent level. This means that changes in employment in this category are sensitive to changes in education. Not only are changes in the level of black female employment in these categories significantly related to changes in the level of black female education, but the rate of change in employment is also significantly related to the rate of change in the level of education.

For white males, the "t" values in column 3 of Table 22D indicate that all regression coefficients are insignificant. This means that changes in the increase of education of white males have little impact upon changes in the level of white male employment. It is reasonable to assume that changes in the level of white male employment is a function of changes in the level of economic activity.

Since all of the regression coefficients were insignificant for white males and white females, the relationship between changes in the level of education and changes in the level of employment is similar for both groups. Only for black women, as noted earlier, were the regression coefficients significant for the clerical, craft workers, operatives and total EEO-1 employment.

Thus it appears that there are different reasons behind the employment patterns of whites and black women in the categories where the regression coefficients are significant for black women and insignificant for white males and females. Apparently race here is more of a factor than sex insofar as employment decisions are concerned.

Demand Factor Analysis

Examination of the demand side of the market was based on three considerations, including: (1) examining how the level of female employment related to changes in the level of white male employment, (2) comparing annual changes in the level of female employment with those of white males, and (3) determining which group's employment level is more sensitive to demand and to annual changes in demand.

Two regression models were used in analyzing the demand side of the labor market. This first model considers the level of female employment and the level of white male employment. This model is stated by equation (7):

(7) $E_i = A_i + B_i M_i \quad i = 1, \ldots 8$

Where:

M_i = An independent variable representing the level of white male employment in the ith job category.
E_i, A_i, and B_i are defined as before.

In this model, white male employment in the various job categories is used to indicate ideal labor demand. It is used in this manner because the level of white male employment tends to move in the same direction with movements in the level of economic activity. Thus, by regressing female employment on white male employment, we get an indication of how female employment relates to labor demand.

The results of the regression are shown in Tables 23A, B, and C. For all females, the regression coefficients in Tables 23A are very significant for officials/managers, professional, craft workers and total EEO-1 jobs as indicated by their large "t" values. This is also reflected in the high explained percent variation. Female employment in these categories is thus very sensitive to changes in labor demand. The regression coefficient for operatives is not significant, indicating that employment here is not sensitive to overall labor demand. The coefficient for clerical workers is actually negative which means that female employment in this area has tended to move in the opposite direction of changes in ideal demand.

Changes in the level of black female employment in the officials/managers, professional and craft workers categories is significantly related to changes in ideal labor demand. On the other hand, such changes appear to have little influence on changes in the level of black female employment in the operative category. They do, however, appear to have great influence on the level of white female employment in the operatives category.

In some instances the data in Tables 23C and 23B indicate that ideal labor demand appears to impact differently upon the levels of black and white female employment. On the one hand, white female employment in the sales category is much more sensitive to ideal demand changes than black female employment. On the other hand, while white female employment in the operative category is quite sensitive to ideal demand changes, there is no relationship between black female employment in the category and ideal labor demand. Overall, white female employment in all EEO-1 jobs appears to be slightly more sensitive to ideal demand changes than black female employment.

The second model examines the relationship between changes in the level of female employment and changes in employment of white males. This model is stated by equation (8):

$$(8)\quad \Delta E_i = A_i + B_i \Delta M_i \qquad i = 1, \ldots. 8$$

where:

ΔE_i = A dependent variable representing the change in the level of female employment in the ith job category.

ΔM_i = An independent variable representing the change in the level of white male employment in the ith job category. Changes in white male employment is a proxy for change in labor demand. A_i and B_i are defined as before.

Tables 24A, B, and C show how a change in the rate of change in ideal labor demand relates to changes in female employment. In the professional, technicians, craft workers, and operatives categories we find that female employment is sensitive to fluctuations in ideal labor

demand (Table 24A).[17] In the other selected job categories, female employment does not appear to be closely related to changes in ideal labor demand. However, total EEO-1 female employment is significantly related to changes in ideal labor demand. Table 24B indicates that the white female employment is sensitive to fluctuations in ideal labor demand for total EEO-1 employment and for all selected job categories, except officials/managers and clerical workers. The relationship between changes in black female employment and changes in ideal labor demand is somewhat dissimilar to that for all women. Table 24C shows that this relationship is significant only in the craft workers and operatives categories and in total black female EEO-1 employment.

In all of the tables where the regression coefficients are not significant we conclude that forces outside the labor market area significantly impact upon female employment. Among these factors are Title VII and the presence of the Equal Employment Opportunity Commission.

AVAILABILITY OF FEMALE LABOR SUPPLY

Until now, an assumption of this study has been that there exists in the labor market a sufficient pool of women who, like white men, are qualified or qualifiable for entry level or higher level positions in many of the occupations included under the broad job categories listed on the EEO-1 reports. This section will demonstrate that the number of qualified or qualifiable women in this labor pool is generally adequate in many cases to raise female

---

[17] For all groups of women there is a close relationship between employment changes in the operatives category and changes in ideal labor demand. The reason that the coefficients for the operatives category are significant in this model but not in the previous ones, except in the case of white females, is due to the existence in the previous regression models of an autocorrelated or non-random error term (i.e., the difference between actual employment or employment changes and the corresponding level calculated from the regression models). By regressing changes in female employment on changes in white male employment, this problem is overcome and a significant coefficient is obtained. See Appendix for a description of an autocorrelated or non-random error.

employment to a fair-share level. We shall let the median years of schooling of the labor force by job categories stand as a proxy for job qualifications. Years of schooling completed, in other words, are considered to indicate acquisition of particular basic skills, thus representing qualification for entry level and higher positions, as well as for on-the-job training and advance study and training while employed. The data in Tables 25A-25F provide the basis for our analysis of the availability of female labor supply.[18]

Table 25A provides female employment levels for the total of all selected job categories except the professional and technician categories, which are covered in Table 25D. The actual employment represents EEO-1 employers' utilization of female labor. The fair-share employment level represents the potential utilization of female labor by EEO-1 employers. The level of the employment gap represents the difference between EEO-1 employers' utilization of female labor and the potential utilization based upon a fair-share concept. The data in column 5 represent the labor pool of qualified or readily qualifiable women. The difference between the total number of women with the given educational attainment and actual employment (column 6) represents the potential labor supply in excess of EEO-1 utilization. Although some of this potential labor supply either will be unavailable for work at the present wage and hiring structures or will be employed in jobs outside EEO-1 survey coverage, data in column 7 indicate that the excess in potential labor supply covers these exceptions.

According to the data in column 7, there were almost 50 women available in 1975 to fill each job in the employment gap. Since the EEO-1 reports cover from a third to a half of total wage and salary employment, this means that there are ample numbers of women available to close the employment gap if they were given equal opportunity for such employment.

Similarly, the data in column 7 of Table 25D indicate that, as of 1975, there were almost 13 women with at least a college education available for each professional

---

[18] The data in Tables 25A-25F show the actual and fair-share employment levels and number of women with a median level of schooling equal to the median level of schooling of all those so employed in the selected job categories.

and technical job in the employment gap. Although some of these women are not available for work under existing employment conditions or are already employed in jobs not covered by the EEO-1 reports, it is unreasonable to assume that all of them are unavailable for work or employed at a level of responsibility commensurate with their education. The data in Tables 25E and 25F also reveal that there are more than ample numbers of white and black women respectively to fill the various employment gaps. On the basis of these data and the stated assumptions, one may conclude that the employment gaps in the selected job categories are not due to shortages of qualified or qualifiable women, white or black. It should be remembered, however, that the supply analysis does not purport to imply an ample supply of labor for each and every occupation within every broad job category.

EMPLOYMENT GAP CLOSURE

An integral part of the analysis of female employment involves the projection of the time period that is expected to elapse before women achieve their fair share of employment. Projections cover all women, white women and black women. Their fair share of employment is measured not only in terms of fair-share employment levels, but also in terms of fair-share participation rates, as well as in terms of percent employment gap closure. These projections are based upon the regression statistics given in Tables 17A-19C. Except for professional and technician categories, the projections presented in these tables are based on 1966 through 1975 employment data. Projections for professionals and technicians in these tables are based upon the period 1967 through 1975.

All three models assume that the employment conditions during the base period will continue to hold in the future and that there will be no unexpected and significant disruptions to the national economy. In addition, the individual models take on differing degrees of assumptions. The first model which concerns employment levels not only assumes that the annual increase in female employment will not change in the future, but also that there will be no increase in the aggregated level of employment from the 1975 level. The second model, which uses the participation rate as the basis for the projections, assumes not only that total women, white women, and black will will remain at their 1975 percentages of the total civilian labor force (CLF), but also that their employment, as well as

aggregate employment, will increase. The third model, which uses the percent employment gap as a basis of the projections, assumes not only that the participation rates will increase as in the past, but that the labor availability of women as measured by the CLF percentages will also increase. Clearly, this model incorporates the most information from the base period when making projections. The job categories covered by all three models include: (1) officials and managers, (2) professionals, (3) technicians, and (4) craft workers. Two other job categories (i.e., sales workers and operatives) are included when the female class and employment position covered by the projections model indicates that an employment gap exists.

Employment Level Gap Closure

Tables 26A through 26C provide projections respectively for total women, white women, and black women of the number of years required to achieve fair-share employment (i.e., column 5), based upon actual employment parameters, including annual employment change, current or 1975 employment levels, and fair-share employment (i.e., columns 2 through 4). Given prevailing employment conditions, the projections for all women to achieve fair-share employment run from a low of three years for technicians to a high of 100 years or longer in the craft field. This latter projection represents an upper projection limit (i.e., no projections are given in any of the tables beyond 100 years).

Comparing the projections of white and black women given in Tables 26B and 26C, it is seen that in the important officials and managers job category, white women are expected to achieve their fair-share employment level in about half the time estimated for black women (i.e., 25 years versus 49 years). They are also expected to achieve their fair-share employment level in the professional field some 20 years before black women (i.e., 6 years versus 26 years), while black women are expected to achieve their fair-share employment level in craft jobs approximately 42 years prior to white women (i.e., 58 years versus 100 years or longer). The reason for this latter difference is simply that a fair-share employment level of 1,469.4 thousand is estimated for white women compared to an estimated fair-share level of 194.2 thousand for black women.

According to the model on employment level gap closure, the best prospects of gap closure for black women are in technical jobs and sales jobs. White women appear to have almost equal prospects of gap closure in the professional and technical fields. While white women have already achieved fair-share employment level in the sales category, black women are still employed at a level below their fair share. For operatives, the situation is reversed.

Participation Rate Gap Closure

Tables 26D through 26F present the formation related to the participation rate gap closure for total women, black women, and white women. The fair-share participation rate used for the projection is that of 1975 and, as shown in column 4 of these tables, is 40.1 for all women, 4.6 for black women, and 34.8 for white women. Given the prevailing employment conditions, the estimated number of years before women achieve an employment rate equal to the CLF participation rate will vary from five years in the technical field to 100 years or longer in the craft field. Because of the predominance of white women in the labor market, it is to be expected that, as in the projections based upon fair-share levels, the estimated future years to gap closure would tend to be larger than those of black women in jobs where there exist significant gaps. Thus, for instance, it will take white women 100 years or longer to achieve a fair-share employment rate in the craft field compared to 62 years for black women. In the operative field, moreover, the employment position of white women is deteriorating, thus making it impossible to project required future years to achieve a fair-share employment rate.

Of course, not all the projections show that it will take longer for white women to achieve equity employment rates than for black women. Two notable exceptions are professional and sales jobs, where in the former it is estimated that it will take black women 39 years to achieve a fair-share rate compared to 12 years for white women. In the sales category, it will take seven years for black women to achieve their fair-share participation rate, while white women have laready achieved this goal. For officials and managers, it will take black and white women almost the same length of time to achieve fair-share participation rates (i.e., 54 years and 50 years, respectively).

Percent Employment Gap Closure

Projections of the number of years it will take for the percent employment gaps to close and the various projection parameters are presented in Tables 26G through 26I for total women, black women, and white women. Because the labor availability of women is assumed in this model to increase according to past experiences, the projections of gap closure are not only upper limits but in some cases are also somewhat unreasonable. This is particularly the case for white women who, during the base period, 1966 through 1975, entered the CLF for the first time in significant numbers, thus inflating their future availability according to this model. For white women, and also total women, the employment position in crafts and operatives deteriorated over the base period (i.e., column 2 of Tables 26H and 26G), thus making it statistically impossible to project the time to gap closure. Moreover, only in the professional and technical fields did white women exhibit annual change relationships which were statistically significant over the base period. The time period for gap closure in these two job categories are 23 years and 13 years, respectively. For officials and managers, the gap closure for white women was the cutoff of 100 years.

The situation for black women is more reasonable, according to this model, primarily because they have historically been part of the CLF. This historical inclusion in the CLF has restricted the growth of their future labor availability, as presented by this model. Despite this fact, however, column 5 of Table 26I indicates that it will take black women 100 years to close the percent employment gap in officials/managers and craft jobs. On the other hand, the percent employment gap in the technician field should close in 1976, while the percent employment gap in the sales workers category should close in nine years. In the professional field it will take black women 82 years to close the gap.

The three models used to project gap closure are only projections of what could happen under given sets of circumstances. But, which set of projections should be used in forecasting gap closure? If we are talking about gap closure for total women without regard to race it would appear that the model using participation rates yields the most reasonable projections. The underlying assumptions of this model appear more realistic than those of the other two models because it is quite likely that the total female CLF rate has almost reached its

upper limit. The total female CLF rate will almost certainly not indicate in the future as it has in the past, as required by the model using the percent employment gap. On the other hand, we can reasonably expect that the level of female employment will increase in future years in response to increasing aggregate labor demand. Accepting these two conditions, we must therefore reject the assumptions of the first and third models. For the same reason, moreover, we believe that the second model which makes use of participation rates alone is more appropriate for projecting gap closure for white women than the other two models.

When we talk about gap closure for black women, the model using the percent gap closure is not only acceptable but may be the most reasonable of all three models. Where black women are concerned, the underlying assumptions of the model appear to offer realistic projection conditions since the base period revealed only moderate increases in the percent of black women in the CLF. These increases may reasonably be expected to continue in the future. Moreover, it is not unreasonable to assume that black female participation rates and CLF percentages have not reached their respective upper limits particularly because the numbers of black women in the population have been and are continuing to increase at a higher rate than the numbers of white women. Therefore, the underlying assumptions of the other two models are rejected when considering the employment outlook for black women.

Using the second model for projecting gap closure for total women and white women and using Model Three for black women, the time to gap closure in the officials/managers category ranges from 50 years for white women to over 100 years or longer for black women. Gap closure in the professional field varies from 12 years for white women to 82 years for black women. Black women should achieve fair-share employment level in the technical field by 1976 while white women are still 8 years away from gap closure in this field. Although white women have obtained fair-share employment levels in the sales category black women are 9 years away from equity employment in this area. It will take 100 years or longer before both groups achieve fair-share levels of employment in the crafts job category. While black women have achieved an equity employment level as operatives, the employment of white women in this category has deteriorated to such an extent that it is statistically impossible to project gap closure time.

It should be remembered that other variables could impact upon the time projections to gap closure. Among the variables to be considered are the business cycle, level of unemployment, gross national product, enforcement of Title VII, degree of Federal pressure for compliance with equal employment opportunity laws, attitudes of employers toward women, political clout of women's organizations and other factors.

IMPACT OF EEOC ON THE EMPLOYMENT POSITION OF WOMEN

Throughout this study many references were made regarding the probable or possible impact of Title VII and the Equal Employment Opportunity Commission on the employment position of women during the period 1964 to 1975. In order to estimate the impact of Title VII and the Commission, we can compare changes in female employment prior to the passage of the Civil Rights Act of 1964 with changes that took place after the Act had been passed. We will use Current Population Survey (CPS) data on occupational employment, compiled by the Bureau of the Census, for the years 1958-1975.19/ Improvements in the position of females relative to white males were estimated for the period 1958-1965 and 1966-1975. We assume that since 1965 the major force behind changes in female employment was the Act and the creation of the Commission, rather than changes in employer attitudes. Thus any impact of the Commission's efforts will be reflected in the observed differences between the two periods.20/

19/ 1958 was the first year of the occupational employment series. EEO-1 data is not available for years prior to 1966. The CPS data on occupational employment, as published by the Bureau of Labor Statistics, is not historically comparable because of changes in Census occupational classifications and because of changes in CPS questionnaire. We have adjusted the data for definitional and procedural changes to make the series historically comparable on a year to year basis and to make it also comparable to the EEO-1 data series.

20/ Even though the Civil Rights Act was passed in 1964, EEOC did not open its doors until July 2, 1965. 1966 was the first year during which the Commission was operational on a year round basis. For this reason, the year 1965 was used as a cut-off date.

To estimate the relative improvements in female occupational employment, three series of multiple regressions were run. The results are shown in Tables 27, 28 and 29. The regressions measure the relationship, over the periods 1958-1965 and 1966-1975, between, on the one hand, the ratio of female to white male employment in the various job categories and, on the other hand, the variables time, change in GNP, the unemployment rate, and enforcement of Title VII by the Commission. The regression model used was as follows:

$$\text{LN}\ \frac{E_F}{E_M} = A_i + B_{1i}\ (\text{GNP}) + B_{2i}\ (U) + B_{3i}\ (T_i) + B_{4i}\ (T_2) + B_{5i}\ (\text{EEOC}),\ i = 1, 2, \ldots 7$$

where:

$\text{LN}\ \frac{E_F}{E_M}$ = A dependent variable representing the natural logarithm of the ratio of female employment to white male employment, in the ith job category.

A_i = The regression constant for the ith job category.

B_i = The regression coefficient for the ith job category.

GNP = An independent variable representing the annual percentage rate of growth in real gross national product as compared to the previous year.

U = An independent variable representing the aggregate unemployment rate.

T_i = An independent variable representing the time trend prior to 1966.

T_2 = An independent variable representing the time period beginning in 1966.

EEOC = An independent variable representing enforcement of Title VII.[21]

---

[21] The values of T_i go from 1 in 1958 to 8 in 1965 and then are zero for the period 1966-1975. The values of T_2 are zero for the period 1958-1965 and then go from 1 in 1966 to 10 in 1975.

The regressions were run for female, black female, and white female employment in seven job categories (see Tables 27-29). By making the logarithmic transformation of the ratio of female to white male employment, the regression coefficients indicate the effects of the independent variables on the relative employment position of women in the various job categories. By including the variables GNP and U in the regression equation, we account for the impact of aggregate product demand and aggregate labor market demand upon the relative employment position of women. The two time variables T_1 and T_2, therefore, reflect primarily employment changes due to changing supply conditions. The differences in the size of the two time coefficients may be considered a secondary impact of Title VII and the Commission.22/ The variable EEOC reflects the direct impact of Commission activities on the relative employment position of female workers.

As shown in column 7 of Table 27, the regression coefficients of the EEOC variable for total employment in the seven job categories is 0.1019. This means that the activities of the Commission have shifted the overall employment ratio of female to white male employment upward by an average of 10.7 percent over the period 1966-1975, as compared to the period 1958-1965.23/ This represents the direct impact of the Commission on the relative employment position of women.

The secondary impact of Title VII and the Commission is seen by calculating the differences between the values of the regression coefficients of T_1 and T_2. For total employment in the seven job categories, the first trend variable, T_1, has a coefficient of 0.0128. This means that during the period 1958-1965, female employment was increasing faster than white male employment by 1.28 percent per year due primarily to changing supply conditions. The second trend variable T_2, has a coefficient of 0.0199. This means that during the period 1966-1975,

---

22/ We have to assume here that because of Title VII and the Commission's presence, labor market supply factors have become more important in determining female employment than before passage of the Civil Rights Act.

23/ If the regression coefficient is equal to b, the percent upward shift is $(e^b - 1) \times 100$.

female employment in the combined job categories was increasing faster than white male employment by 1.99 percent per year. The differences between these two ratios (i.e., 1.99 percent - 1.28 percent) times the number of years in the second time period (10 years) is 7.1 percent. This is the secondary impact of Title VII and the Commission. This improvement in the relative employment position of women is the product of the presence of the Commission as opposed to the 10.7 percent improvement attributed to direct Commission activities. It is for this reason that this improvement is considered a secondary impact of Title VII and the Commission.

The percentage improvements in female employment attributed to the Commission and Title VII are summarized in Table 30.[24/] According to the data in Table 30, Commission activities in enforcing Title VII directly impacted upon the increase in women's employment. It appears, however, that Commission efforts did not directly impact on the relative employment position of women in the non-traditional female jobs of officials/managers and craft workers. This supports our earlier findings that the rate of progress by which women were advancing in these two job categories was insignificant during the period 1966-1975. Commission impact was especially strong in the traditional female jobs of sales workers and clerical. The direct impact of Commission efforts is also seen in the improvement in the relative employment position of women in the non-traditional jobs of professionals and technicians, and operatives.

24/ The values of the direct impact for the officials/managers and craft workers categories are considered to be zero, since the regression coefficients of the variable EEOC are not significant for these two categories. The values of the secondary impact for the sales worker category are considered to be zero since the difference between the two time variables T_1 and T_2 is not significant. The test of significance for the difference between the two time variables T_1 and T_2 is:

$$t = \frac{\hat{B}_3 - \hat{B}_2}{\sqrt{S_1^2 + S_2^2}}$$

where S_1 and S_2 are the standard errors of the coefficients. The secondary impact is considered to be zero when this category is not significant.

The data in Table 30 further indicate that the enactment of Title VII and the presence of the Commission have had a secondary impact on the penetration of women in all of the selected job categories except sales workers. This suggests that as women became knowledgeable about their employment rights and protection under Title VII, more of them sought employment not only in areas where they were traditionally hired but also in non-traditional areas. This new awareness on the part of women contributed to the increased importance of changing supply conditions on the penetration of female employment.

CONCLUSIONS AND SUMMARY OF FINDINGS

Restatement of Purpose and Assumptions of Study

This study of female employment in the private sector is based upon the general proposition that women workers are entitled to a fair share of gainful employment and that the attainment of that fair share is a desirable social and economic national goal of the highest priority. The primary assumption of the paper is that there exists in the market place a sufficient pool of women who, like white men, are qualified or qualifiable for entry level or higher positions in many occupations included under the broad job categories listed on the EEO-1 reports. It is also assumed that since this pool is more than adequate to meet the labor requirements to raise female employment to a fair-share level, any employment below that fair-share level is the result of institutional practices and procedures which exclude women from the workforce and from certain job assignments. Contrary to prevailing opinions, the study assumes that employment disparity arising from this systemization is intentional and represents the means by which employers deny fair-share employment to women.

Principal Conclusions and Findings

1. The continued existence of employment gaps in the observed job categories implies that women workers as a class are still adversely affected by employment discrimination. While all women are subject to sex discrimination, the data suggest that black women are further hampered by racial discrimination.

   "Percent employment gaps" existed in five of the seven observed job categories during the period 1966-1975. Percent employment gaps (the difference between the female availability rate and female participation rates in 1975) were: 25.8 percent for officials/managers, 11.9 percent for professionals, 6.8 percent for technicians, 32.9 percent for craft workers, and 10.2 percent for operatives.

   Although women made some moderate gains in most traditionally non-female jobs, the gains were not evenly distributed among all women workers. In the higher paying white collar jobs, the average

increases in participation were greater than those of black women.

2. Between 1966-1975, there was some improvement in the level of female employment and a reduction in the overall level of employment gap, yet the results were not uniform among the individual job categories, nor among various groups of women.

   Increases in female employment as officials/managers and professionals did not keep pace with increases in female employment potential based upon the female availability rate. Female employment in the technicians job category, however, increased faster than the fair-share level based upon the female availability rate. The low level of female employment in the craft worker category borders on exclusion from the area. Although female representation in the operatives category is greater than in other traditionally non-female jobs, women continue to be underrepresented in the job category. Women as a group held more than a fair share of jobs as sales workers and office/clerical workers.

3. The increases in female participation rates between 1966 and 1975 show that women made substantial progress in the professionals and technicians job categories. In all other traditionally non-female jobs, the rate of progress was insignificant. The sparsity of female representation in these jobs and over-utilization in the traditionally female jobs demonstrate that long-held views toward the role of women in the labor market linger on.

   While women did make some gains, the improvements were not evenly distributed among all women workers. There is less discrimination against white women in the higher paying white-collar jobs than against black women. Black women have to overcome both sexual and racial obstacles in order to achieve employment. Between 1966 and 1975 female participation rates increased as follows: officials/managers 5.0 percentage points, professionals 7.7

percentage points, technicians 10.7 percentage points, sales workers 8.9 percentage points, craft workers 0.8 percentage points, and operatives 2.2 percentage points.

The following average yearly changes in female participation rates was evidenced: officials/managers, 0.56 percentage points, professionals 0.96 percentage points, technicians 1.34 percentage points, craft workers 0.09 percentage points, and operatives 0.24 percentage points.

The average increases in the participation rates of white women in the officials/managers and professional categories were greater than those for black women. The average increases in the participation rates of black women in the technicians, craft workers, and operatives job categories were greater than those for white women.

4. Women workers were treated differently from white males and were under-utilized in each of the traditionally non-female job categories. This inequality of treatment between women and white males could not have occurred by chance; it had to be the result of deliberate employment practices designed to limit or concentrate women into certain job categories.

   In 1966 there was significant difference in the distribution of women and white male workers among the various selected job categories. Women had much lower occupational distribution rates in the traditionally non-female job categories than white males and much higher rates in the traditional female job categories. Approximately 35 percent of all female employment was found in traditionally non-female jobs compared to 59 percent of the total workforce and 72 percent of all white males.

Around 47 percent of all female employment was concentrated in the traditionally female jobs of sales workers and office/clericals compared to 24 percent of the total workforce and 14 percent of all white male workers.

While the occupational utilization of women improved by 1975, there was still gross under-representation in traditionally non-female jobs and over-representation in the traditionally female jobs. By 1975, less than 34 percent of all female employment was in traditionally non-female jobs compared to nearly 58 percent of the total workforce and about 74 percent of all white male workers.

5. Despite increases in both female and white male annual earnings between 1967 and 1975, gaps still existed between the earnings of women and white males. The continuance of wage gaps and their enlargement in several of the job categories suggests that a considerable number of women were entering employment through job assignments which had lower earnings than the job assignments given to white males. The widening of the wage gap is also partially the result of promotional practices which permit relatively few women, as compared to white males, to move upward into better paying job assignments.

   Such differential treatment resulted in unequal worker distribution through the various occupations which comprise any given job category and an adverse impact upon the earnings of women. Median earnings of women and white male workers increased between 1967 and 1975. Earnings of women increased faster than those of white males in four job categories -- officials/managers, professionals, technicians and operatives. Earnings of white males increased faster than those of women in two job categories -- office/clerical and sales workers.

6. The economic impact of employment discrimination did not lessen, but rather, increased during the period 1967 to 1975.

   The annual wage bill loss rose from over $28 billion in 1967 to $66.5 billion in 1975. Although women actually earned almost $363 billion during the period, had they obtained a fair share of jobs and equality of job assignments they would have earned over $734 billion in wages. During the period, employment discrimination cost women workers $371 billion in lost wages. Nearly $310 billion (84 percent) of the loss suffered by women stemmed from inequalities in job assignments and wage differentials due to such job assignments. Inequities in employment accounted for $61 billion of the wage bill loss (16 percent).

7. Although female participation in employment reported through the EEO-1 has increased since 1966 and in all probability will continue to increase in the future, the change in total participation cannot be fully explained by the passage of time alone; hence, it is surmised that the enforcement of Title VII by the Equal Employment Opportunity Commission had a favorable impact on these changes.

   Female employment for all EEO-1 job categories averaged an annual increase of 510,500 workers. These increases in female employment ranged from 9,200 for craft worker jobs to 141,500 for clerical workers.

   The rate of increase in the level of female employment was greater than the rate of increase in the level of white male employment. The coefficients of non-determination indicate that factors other than time alone impacted upon the level of female employment. Time was not a significant variable in explaining the variations in the level of employment for black women in the officials/managers category, nor for the variations in the level of employment for white women in the operative category.

8. Although there is a close relationship between female employment and education, women are required to meet more stringent educational criteria than white males when competing for jobs. Black women generally are required to meet additional educational requirements. Race is one of the factors that influence employment decisions when women are in competition for employment.

   The regression coefficients for women tended to be highly significant in all categories except for craft workers and operatives. For black women, the regression coefficients were generally higher than those of white women. The relationship between education and employment was greater across job categories for females than for white males. Thus a greater part of the employment of white males is explained by factors other than education.

9. In the office/clerical, craft workers, and operatives job categories, race is apparently more of a factor than sex in employment decisions.

   Changes in the level of total female and white female employment cannot be fully explained by labor market supply conditions. Other factors such as the administration of Title VII by the Commission may have had a greater impact upon changes in the level of employment. However, there was a close relationship between changes in the rate of increase in the supply of qualified or qualifiable black female labor and changes in the level of black female employment in the clerical workers, craft workers, and operatives job categories. Changes in the level of white female employment are not sensitive to changes in the rate of increase in the supply of qualified or qualifiable white female labor.

10. Employment of women was greatly influenced by changes in labor demand, except for employment in the operative category. Labor demand impacted differently on

the level of black versus white female employment.

Overall white female employment was slightly more sensitive to demand changes than black female employment. However, by specific job category, the situation fluctuated. In the clerical job category, changes in labor demand had a negative impact on employment of white women. In the sales workers category, white female employment was much more positively related to labor demand than black female employment. Black female employment in the operatives category was not sensitive to demand changes. For white women, employment changes in the operatives category were greatly influenced by changes in overall demand.

11. Changes in the level of female employment in the professional, craft workers, and operatives categories are significantly related to changes in the rate of change in labor demand.

While changes in the level of female employment in the other selected job categories are not closely related to changes in labor demand, total EEO-1 employment is significantly related to changing labor demand. Changes in the rate of change in labor demand for most job categories do not significantly influence changes in the level of black female employment.

12. The employment gaps for females are not due to any shortages of qualified or qualifiable women, black or white. There are enough women with the required number of years of schooling to close the employment gaps if they were given equal opportunity for employment. Although some of these persons may already be employed in areas not covered by the EEO-1 reports, it is unreasonable to assume that all of them will be employed at levels of responsibilities commensurate with their education.

In 1975, there were 12.7 women with at least a college education for each professional and technical job in the employment gap. There were 13.2 white women and 3.8 black women with similar training for each job in the employment gap. For the other selected job categories, there were 49.9 women for each job in the employment gap. There were 37.9 white women and 13.8 black women with the required years of schooling for each job in the employment gap.

13. Assuming that female employment availability rates and female participation rates will increase by some unknown quantity in the future, it will be sometime in the 21st century or longer before all of the employment gaps will close and women achieve fair-share levels of employment in categories where employment gaps exist.

    It will take 50 years before the employment gap for white women in the officials/managers category will close (year 2025); for black women it will take 100 years or more (year 2075+). It will take 82 years for the gap for black women in the professional gap to close (year 2057); for white women, it will take 12 years (1987). It will take 100 years or more before the employment gap for both white and black women in the craft worker category will close (year 2075+). White women are so far behind that it is statistically impossible to make any projection as to when they will receive a fair share of operative jobs.

14. The Equal Employment Opportunity Commission has directly impacted on the employment position of women in every job category except officials/managers and craft workers. Also, the Commission has indirectly impacted on the employment position of women in all job categories except sales workers.

    The regression coefficients indicate that Commission activities in administering Title VII have shifted the overall employment upward by an average of 10.7

percent over the period 1966-1975, as compared to the period 1958-1965.

The regression coefficients indicate that Commission activities have had little or no direct impact on the relative employment position of women in the official/managers and office workers categories.

The differences between the regression coefficients for the pre- and post-Title VII periods suggests that the existence of Title VII and the Commission have had a secondary impact on the relative employment position of women in all selected job categories, except craft workers.

There is no doubt that the Equal Employment Opportunity Commission impacted on the penetration of female employment during the period 1965-1975. Also, there is no doubt that the rate of penetration increased faster during this period than it did before the passage of the Act and the creation of the Commission. The major question is whether this impact has been significant or limited. If significance means large increases in the absolute level of employment in the traditional non-female jobs, the answer is no, it has not been significant. If significance means a greater rate of penetration since 1965, the answer is yes, it has been significant.

The magnitude of employment discrimination against women was so great prior to the passage of the Act and the creation of the Commission that the full significance of the Commission efforts could not be realized in so short a span of time, especially since the Commission did not receive enforcement powers until 1972. It is, therefore, unrealistic to expect that the Commission in ten short years could wipe out centuries of sexual and racial employment discrimination.

Finally, the unanswered question is when will women receive a fair-share level of employment at wage comparable to those received by white males. Analysis of the data has shown that some progress has been made over the past ten years. However, unless drastic changes occur in the immediate future, it would appear that exploration and inhabitation of planets in other solar systems will occur before women achieve their rightful place in the American workforce.

APPENDIX I

A NOTE ON AUTOCORRELATION

The regression equations presented in this study were based upon a statistical technique commonly known as "least squares". Essentially, this technique provides regression coefficients and constants that complete an equation where the sum of the squared differences between all actual values of the dependent variable and the values of this variable calculated from the equation is minimal (i.e., least squares). For the least squares approach to work, there are a number of assumptions which must be satisfied and one of these assumptions is that the above-mentioned differences (i.e., error terms) between the actual and calculated values of the dependent variable must be random or unsystematic, then autocorrelation (of the error terms) is said to be present.

Autocorrelation has the effect of making the variance or standard error statistics appear larger than they really are so that the percent "explained" variation and the associated levels of statistical significance appear smaller. In other words, the presence of autocorrelation suggests that some important "explanatory" variable has been excluded from the regression equation, thus making it more difficult to obtain a sufficiently large percent "explained" variation.

The regression equations relating education to employment provide an excellent example of possible autocorrelation. Education is surely related to employment, but then, so is past work experience. Thus, the addition of this or some other "explanatory" variable could very well result in a significant increase in the overall percent "explained" variation of employment.

The study avoided examining and correcting for possible autocorrelation by introducing into the various regression equations such racially and sexually biased variables as past work experience. Autocorrelation fortunately can be corrected by weighting the input data to the regression equations. By taking annual changes in employment and education, which is equivalent to a weight of one, the most serious potential cases of autocorrelation are handled. The presence of autocorrelation in the regression equations based upon data levels provided, in at least one important case, a percent "explained" variation that was lower than that provided by the regression equation based upon weighted or change data.

APPENDIX II: Tables

Table 1A
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.9	5.0	- 1.1
Average Δ	0.43	0.56	- 0.12
1966	36.2	9.3	26.9
1967	36.9	9.3	27.6
1968 1/	37.3	-	-
1969	38.0	10.1	27.9
1970	38.3	9.9	28.4
1971	38.3	10.6	27.7
1972	38.6	11.7	26.9
1973	39.0	12.6	26.4
1974	39.5	13.1	26.4
1975	40.1	14.3	25.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 1B
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Professionals
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.2	7.7	-4.5
Average Δ	0.40	0.96	-0.56
1966	36.2	-	-
1967	36.9	20.5	16.4
1968 2/	37.3	-	-
1969	38.0	22.4	15.6
1970	38.3	24.2	14.1
1971	38.3	25.6	12.7
1972	38.6	26.9	11.7
1973	39.0	28.8	11.4
1974	39.5	28.1	11.4
1975	40.1	28.2	11.9

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Data not included because of classification change in 1967.

2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 1C
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Technicians
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.2	10.7	-7.5
Average Δ	0.40	1.34	0.938
1966	36.2	-	-
1967	36.9	22.6	14.3
1968 2/	37.3	-	-
1969	38.0	24.0	14.0
1970	38.3	25.5	12.8
1971	38.3	25.2	13.1
1972	38.6	27.8	10.8
1973	39.0	31.1	7.9
1974	39.5	30.7	8.8
1975	40.1	33.3	6.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 1D
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap 2/
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.9	8.9	-5.0
Average Δ	0.43	0.99	-0.56
1966	36.2	38.8	-2.6
1967	36.9	38.8	-1.9
1968 1/	37.3	-	-
1969	38.0	40.3	-2.3
1970	38.3	40.6	-2.0
1971	38.3	39.7	-1.4
1972	38.6	40.7	-2.1
1973	39.0	45.2	-6.2
1974	39.5	46.1	-6.6
1975	40.1	47.7	-7.6

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

2/ Since the participation rates exceed the employment availability rates, no gap exists.

Table 1E
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Office and Clerical Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap 2/
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.9	8.4	- 4.5
Average Δ	0.43	0.93	- 0.50
1966	36.2	72.0	-35.8
1967	36.9	73.3	-36.4
1968 1/	37.3	-	-
1969	38.0	75.4	-37.4
1970	38.3	75.9	-37.6
1971	38.3	73.3	-35.0
1972	38.6	78.0	-39.4
1973	39.0	79.1	-40.1
1974	39.5	79.5	-40.0
1975	40.1	80.4	-40.3

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

2/ Since the participation rates exceed the employment availability rates, no gap exists.

Table 1F
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.9	0.8	3.1
Average Δ	0.43	0.09	0.34
1966	36.2	6.4	29.8
1967	36.9	6.8	30.1
1968[1/]	37.3	-	-
1969	38.0	6.7	31.3
1970	38.3	6.8	31.5
1971	38.3	6.2	32.1
1972	38.6	7.0	31.6
1973	39.0	7.4	31.6
1974	39.5	7.7	31.8
1975	40.1	7.2	32.9

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 1G
Total Female Employment Availability and Participation Rates and Percent Employment Gap
Operatives
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.9	2.2	1.7
Average Δ	0.43	0.24	0.19
1966	36.2	27.7	8.5
1967	36.9	28.6	8.3
1968[1/]	37.3	-	-
1969	38.0	29.0	9.0
1970	38.3	29.4	8.9
1971	38.3	28.1	10.2
1972	38.6	29.2	9.4
1973	39.0	30.8	8.2
1974	39.5	31.0	8.5
1975	40.1	29.9	10.2

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2A
White Female Employment Availability and Participation Rates and Percent Employment Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.5	4.0	- 0.5
Average Δ	0.39	0.44	- 0.06
1966	31.3	9.0	22.3
1967	31.9	9.0	22.9
1968 1/	32.3	1/	-
1969	32.9	9.6	23.3
1970	33.3	9.3	24.0
1971	33.3	9.9	23.4
1972	33.5	10.8	22.7
1973	33.9	11.6	22.3
1974	34.3	12.0	22.3
1975	34.8	13.0	21.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2B
White Female Employment Availability and Participation Rates and Percent Employment Gap
Professionals
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	2.9	6.2	-3.3
Average Δ	0.36	0.78	-0.41
1966	31.3	1/	-
1967	31.9	19.0	12.9
1968 2/	32.3	2/	-
1969	32.9	20.7	12.2
1970	33.3	22.1	11.2
1971	33.3	23.3	10.0
1972	33.5	24.2	9.3
1973	33.9	25.9	8.0
1974	34.3	25.2	9.1
1975	34.8	25.2	9.6

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Data not included because of classification change in 1967.

2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2C
White Female Employment Availability and Participation Rates and Percent Employment Gap
Technicians
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	2.9	7.6	-4.7
Average Δ	0.36	0.95	-0.588
1966	31.3	1/	-
1967	31.9	19.7	12.2
1968 2/	32.3	2/	-
1969	32.9	20.3	12.6
1970	33.3	21.3	12.0
1971	33.3	21.0	12.3
1972	33.5	24.0	9.5
1973	33.9	25.7	8.2
1974	34.3	25.3	9.0
1975	34.8	27.3	7.5

Sources: Equal Employment Opportunity Reports and Current Population Survey.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2D
White Female Employment Availability and Participation Rates and Percent Employment Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.5	6.1	-2.6
Average Δ	0.39	0.68	0.29
1966	31.3	36.5	-5.2
1967	31.9	36.4	-4.5
1968 1/	32.3	1/	-
1969	32.9	37.2	-4.3
1970	33.3	37.2	-3.9
1971	33.3	36.5	-3.2
1972	33.5	37.2	-3.7
1973	33.9	40.9	-7.0
1974	34.3	41.3	-7.0
1975	34.8	42.6	-7.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2E
White Female Employment Availability and Participation Rates and Percent Employment Gap
Office and Clerical Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.5	1.3	2.2
Average Δ	0.39	0.14	0.25
1966	31.3	67.9	-36.6
1967	31.9	68.5	-36.6
1968 1/	32.3	1/	-
1969	32.9	68.5	-35.6
1970	33.3	68.0	-34.7
1971	33.3	65.4	-32.1
1972	33.5	69.0	-35.5
1973	33.9	69.2	-35.3
1974	34.3	68.9	-34.6
1975	34.8	69.2	-34.4

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2F
White Female Employment Availability and Participation Rates and Percent Employment Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	3.5	0.2	3.3
Average Δ	0.39	0.02	0.37
1966	31.3	5.6	25.7
1967	31.9	5.9	26.0
1968[1/]	32.3	[1/]	-
1969	32.9	5.7	27.2
1970	33.3	5.7	27.6
1971	33.3	5.1	28.2
1972	33.5	5.7	27.8
1973	33.9	6.0	27.9
1974	34.3	6.2	28.1
1975	34.8	5.8	29.0

Sources: Equal Employment Opportunity Reports and Current Population Survey.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 2G
White Female Employment Availability and Participation Rates and Percent Employment Gap
Operatives
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	3.5	- 1.3	4.8
Average Δ	0.39	- 0.14	0.53
1966	31.3	24.2	7.1
1967	31.9	24.4	7.5
1968 1/	32.3	1/	-
1969	32.9	23.9	9.0
1970	33.3	23.8	9.5
1971	33.3	22.8	10.5
1972	33.5	23.3	10.2
1973	33.9	23.9	10.0
1974	34.3	23.7	10.6
1975	34.8	22.9	11.9

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3A
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	0.3	0.6	- 0.3
Average Δ	0.03	0.07	- 0.03
1966	4.3	0.2	4.1
1967	4.3	0.2	4.1
1968 1/	4.3	1/	-
1969	4.4	0.3	4.1
1970	4.4	0.4	4.0
1971	4.4	0.5	3.9
1972	4.4	0.6	3.8
1973	4.5	0.6	3.9
1974	4.6	0.7	3.9
1975	4.6	0.8	3.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3B
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Professionals
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	0.3	0.6	-0.3
Average Δ	0.38	0.075	-0.0375
1966	4.3	1/	-
1967	4.3	0.9	3.4
1968 2/	4.3	n.a. 2/	-
1969	4.4	1.0	3.4
1970	4.4	1.2	3.2
1971	4.4	1.3	3.1
1972	4.4	1.5	2.9
1973	4.5	1.6	2.9
1974	4.6	1.5	3.1
1975	4.6	1.5	3.1

Sources: Equal Employment Opportunity Reports and Current Population Survey.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3C
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Technicians
U. S. Summary, 1967-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	0.3	2.2	-1.9
Average Δ	0.038	0.275	-0.238
1966	4.3	1/	-
1967	4.3	2.2	2.1
1968 2/	4.3	2/	-
1969	4.4	2.9	1.5
1970	4.4	3.2	1.2
1971	4.4	3.3	1.1
1972	4.4	2.9	1.5
1973	4.5	4.0	0.5
1974	4.6	4.0	0.6
1975	4.6	4.4	0.2

Sources: Equal Employment Opportunity Reports and Current Population Survey.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3D
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap
	Employment Availability	Participation	(2) - (3)
(1)	(2)	(3)	(4)
Total Δ	0.3	1.8	-1.5
Average Δ	0.03	0.20	-0.17
1966	4.3	1.4	2.9
1967	4.3	1.5	2.8
1968 1/	4.3	1/	-
1969	4.4	2.0	2.4
1970	4.4	2.1	2.3
1971	4.4	1.9	2.5
1972	4.4	2.1	2.3
1973	4.5	2.7	1.8
1974	4.6	3.0	1.6
1975	4.6	3.2	1.4

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3E
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Office and Clerical Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	0.3	4.8	-4.5
Average Δ	0.03	0.53	-0.50
1966	4.3	2.6	1.7
1967	4.3	3.1	1.2
1968 1/	4.3	1/	-
1969	4.4	4.7	-0.3
1970	4.4	5.5	-1.1
1971	4.4	5.3	-0.9
1972	4.4	6.0	-1.6
1973	4.5	6.6	-2.1
1974	4.6	7.1	-2.5
1975	4.6	7.4	-2.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3F
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	0.3	0.5	-0.2
Average Δ	0.03	0.06	-0.02
1966	4.3	0.4	3.9
1967	4.3	0.5	3.8
1968[1/]	4.3	[1/]	-
1969	4.4	0.6	3.8
1970	4.4	0.7	3.7
1971	4.4	0.6	3.8
1972	4.4	0.8	3.6
1973	4.5	0.9	3.6
1974	4.6	1.0	3.6
1975	4.6	0.9	3.7

Sources: Equal Employment Opportunity Reports and Current Population Survey.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 3G
Black Female Employment Availability and Participation Rates and Percent Employment Gap
Operatives
U. S. Summary, 1966-1975

Year	Rate		Percent Employment Gap (2) - (3)
	Employment Availability	Participation	
(1)	(2)	(3)	(4)
Total Δ	0.3	2.3	-2.0
Average Δ	0.03	0.26	-0.22
1966	4.3	2.5	1.8
1967	4.3	3.0	1.3
1968 1/	4.3	1/	-
1969	4.4	3.6	0.8
1970	4.4	3.9	0.5
1971	4.4	3.7	0.7
1972	4.4	4.1	0.3
1973	4.5	4.8	-0.3
1974	4.6	5.1	-0.5
1975	4.6	4.8	-0.2

Sources: Equal Employment Opportunity Reports and Current Population Survey.

1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 4A
Actual and Fair-share Employment
Levels and Level of Employment Gap
Officials and Managers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Total Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	1,501.1	318.1	681.9	363.8
Average Δ	166.80	35.34	75.77	40.42
1966	2,048.7	189.9	741.6	551.7
1967	2,331.2	217.9	860.2	642.3
1968[1/]	-	-	-	-
1969	2,526.6	255.0	960.1	705.1
1970	2,754.2	273.2	1,054.9	781.7
1971	2,757.5	292.6	1,056.1	763.5
1972	3,067.3	357.5	1,184.0	826.5
1973	3,295.7	414.8	1,285.3	870.5
1974	3,437.6	449.3	1,357.9	908.6
1975	3,549.8	508.0	1,423.5	915.5

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 4B
Actual and Fair-share Employment
Levels and Level of Employment Gap
Professionals
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Total Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	930.1	402.1	431.10	29.0
Average Δ	116.26	50.26	47.90	3.62
1966 1/	-	-	-	-
1967	1,818.6	372.9	671.1	298.2
1968 2/	-	-	-	-
1969	2,000.1	448.6	760.0	311.4
1970	2,192.3	530.4	839.7	309.3
1971	2,092.6	535.4	801.5	266.1
1972	2,252.7	605.7	869.5	263.8
1973	2,421.5	697.4	944.4	247.0
1974	2,474.0	694.2	977.2	283.0
1975	2,748.7	775.0	1,102.2	327.2

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 4C
Actual and Fair-share Employment
Levels and Level of Employment Gap
Technicians
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Total Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	451.90	266.4	216.0	- 50.4
Average Δ	56.49	33.30	27.0	- 6.3
1966 1/	-	-	-	-
1967	1,086.8	246.0	401.0	155.0
1968 2/	-	-	-	-
1969	1,178.8	283.4	447.9	164.5
1970	1,283.6	327.1	491.6	164.5
1971	1,326.1	334.8	507.9	173.1
1972	1,735.6	483.3	669.9	186.6
1973	1,463.2	454.5	570.6	116.1
1974	1,507.2	463.0	595.3	132.3
1975	1,538.7	512.4	617.0	104.6

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 4D
Actual and Fair-share Employment
Levels and Level of Employment Gap
Craft Workers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Total Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	622.2	76.4	389.9	313.5
Average Δ	69.13	8.49	43.32	34.83
1966	3,600.1	229.5	1,303.2	1.073.7
1967	3,935.8	268.4	1,452.3	1,183.9
1968[1/]	-	-	-	-
1969	3,914.2	262.6	1,487.4	1,224.8
1970	4,104.9	281.0	1,572.2	1,291.2
1971	3,850.9	237.6	1,474.9	1,237.3
1972	4,127.3	289.0	1,593.1	1,304.1
1973	4,326.9	319.3	1,687.5	1,368.2
1974	4,407.3	338.2	1,740.9	1,402.7
1975	4,222.3	305.9	1,693.1	1,387.2

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 4E
Actual and Fair-share Employment
Levels and Level of Employment Gap

Operatives
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Total Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	288.6	229.4	268.3	138.9
Average Δ	32.07	25.49	40.92	15.43
1966	6,477.6	1,795.1	2,344.9	549.8
1967	7,098.3	2,032.2	2,619.3	587.1
1968[1/]	-	-	-	-
1969	6,714.1	1,944.4	2,551.4	607.0
1970	7,157.1	2,102.6	2,741.2	638.6
1971	6,558.6	1,840.9	2,511.9	671.0
1972	6,969.5	2,037.4	2,690.2	652.8
1973	7,514.3	2,312.0	2,930.6	618.6
1974	7,700.4	2,385.9	3,041.7	655.8
1975	6,766.2	2,024.5	2,713.2	688.7

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 5A
Actual and Fair-share Employment
Levels and Level of Employment Gap
Officials and Managers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	White Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	1,501.1	278.1	594.1	316.0
Average Δ	166.80	30.90	66.01	35.11
1966	2,048.7	183.4	641.2	457.8
1967	2,331.2	209.3	743.7	534.4
1968[1/]	-	-	-	-
1969	2,526.6	242.0	831.3	589.3
1970	2,754.2	256.4	917.1	660.7
1971	2,757.5	273.0	918.2	645.2
1972	3,067.3	331.2	1,027.5	696.3
1973	3,295.7	382.7	1,117.2	734.5
1974	3,437.6	411.3	1,179.1	767.8
1975	3,549.8	461.5	1,235.3	773.8

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 5B
Actual and Fair-share Employment
Levels and Level of Employment Gap
Professionals
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	White Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	930.10	347.0	376.4	- 29.4
Average Δ	116.26	43.38	47.05	- 3.68
1966 1/	-	-	-	-
1967	1,818.6	345.4	580.1	234.7
1968 2/	-	-	-	-
1969	2,000.1	413.6	658.0	244.4
1970	2,192.3	485.0	730.0	245.0
1971	2,092.6	487.2	696.8	209.6
1972	2,252.7	545.5	754.7	209.2
1973	2,421.5	627.3	820.9	193.6
1974	2,474.0	623.2	848.6	225.4
1975	2,748.7	692.4	956.5	264.1

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 5C
Actual and Fair-share Employment
Levels and Level of Employment Gap
Technicians
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	White Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	451.9	206.3	188.80	-17.50
Average Δ	56.49	25.79	23.6	- 2.19
1966 1/	-	-	-	-
1967	1,086.8	214.4	346.7	132.3
1968 2/	-	-	-	-
1969	1,178.8	239.0	387.8	148.8
1970	1,283.6	273.5	427.4	153.9
1971	1,326.1	277.8	441.6	163.8
1972	1,735.6	415.7	581.4	165.7
1973	1,463.2	375.9	496.0	120.1
1974	1,507.2	380.8	517.0	136.2
1975	1,538.7	420.7	535.5	114.8

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 5D
Actual and Fair-share Employment
Levels and Level of Employment Gap
Craft Workers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	White Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	622.2	43.6	342.6	299.0
Average Δ	69.13	4.84	38.07	33.22
1966	3,600.1	202.7	1,126.8	924.1
1967	3,935.8	231.5	1,255.5	1,024.0
1968[1/]	-	-	-	-
1969	3,914.2	223.4	1,287.8	1,064.4
1970	4,104.9	232.3	1,366.9	1,134.6
1971	3,850.9	197.4	1,282.4	1,085.0
1972	4,127.3	235.3	1,382.6	1,147.3
1973	4,326.9	258.8	1,466.8	1,208.0
1974	4,407.3	272.4	1,511.7	1,239.3
1975	4,222.3	246.3	1,469.3	1,223.1

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 5E
Actual and Fair-share Employment
Levels and Level of Employment Gap
Operatives
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	White Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	288.6	- 17.2	327.1	344.3
Average Δ	32.07	- 1.91	36.34	38.26
1966	6,477.6	1,567.8	2,027.5	459.7
1967	7,098.3	1,731.8	2,264.4	532.6
1968[1/]	-	-	-	-
1969	6,714.1	1,603.4	2,208.9	605.5
1970	7,157.1	1,704.4	2,383.3	678.9
1971	6,558.6	1,492.4	2,184.0	691.6
1972	6,969.5	1,625.5	2,334.8	709.3
1973	7,514.3	1,795.7	2,347.3	751.6
1974	7,700.4	1,823.6	2,641.2	817.6
1975	6,766.2	1,550.6	2,354.6	804.0

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6A
Actual and Fair-share Employment
Levels and Level of Employment Gap
Officials and Managers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	1,501.1	25.4	75.2	49.8
Average Δ	166.80	2.82	8.36	5.53
1966	2,048.7	4.1	88.1	84.0
1967	2,331.2	5.4	100.2	94.8
1968[1/]	-	-	-	-
1969	2,526.6	8.7	111.2	102.5
1970	2,754.2	11.1	121.2	110.1
1971	2,757.5	12.9	121.3	108.4
1972	3,067.3	17.5	135.0	117.5
1973	3,295.7	21.1	148.3	127.2
1974	3,437.6	24.9	158.1	133.2
1975	3,549.8	29.5	163.3	133.8

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6B
Actual and Fair-share Employment
Levels and Level of Employment Gap
Professionals
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	930.1	25.2	48.2	23.0
Average Δ	116.2	3.15	6.02	2.87
1966 1/	-	-	-	-
1967	1,818.6	17.3	78.2	60.9
1968 2/	-	-	-	-
1969	2,000.1	20.3	88.0	67.7
1970	2,192.3	25.7	96.5	70.8
1971	2,092.6	26.5	92.1	65.6
1972	2,252.7	33.2	99.1	65.9
1973	2,421.5	38.7	109.0	70.3
1974	2,474.0	97.4	183.1	77.0
1975	2,748.7	109.6	197.2	83.9

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6C
Actual and Fair-share Employment Levels and Level of Employment Gap
Technicians
U. S. Summary, 1967-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	451.9	42.9	24.1	-18.8
Average Δ	56.49	5.36	3.01	- 2.35
1966 1/	-	-	-	-
1967	1,086.8	24.2	46.7	22.5
1968 2/	-	-	-	-
1969	1,178.8	34.1	51.9	17.8
1970	1,283.6	40.9	56.5	15.6
1971	1,326.1	43.2	58.3	15.1
1972	1,735.6	51.1	76.4	25.3
1973	1,463.2	59.1	65.8	6.7
1974	1,507.2	60.6	69.3	8.7
1975	1,538.7	67.1	70.8	3.7

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6D
Actual and Fair-share Employment
Levels and Level of Employment Gap
Sales Workers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	1,482.4	79.6	73.6	-6.0
Average Δ	164.71	8.84	8.18	-0.7
1966	1,793.0	25.0	77.1	52.1
1967	2,406.3	35.7	103.5	67.8
1968[1/]	-	-	-	-
1969	2,495.9	49.8	109.8	60.0
1970	2,627.9	56.1	115.6	59.5
1971	2,935.0	57.0	129.1	72.1
1972	3,469.6	74.1	152.7	78.6
1973	3,204.8	86.7	144.2	57.5
1974	3,250.2	98.1	149.5	51.4
1975	3,275.4	104.6	150.7	46.1

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6E
Actual and Fair-share Employment
Levels and Level of Employment Gap
Craft Workers
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	622.2	21.5	39.4	17.9
Average Δ	69.13	2.39	4.38	1.99
1966	3,600.1	15.5	154.8	139.3
1967	3,935.8	21.1	169.2	148.1
1968[1/]	-	-	-	-
1969	3,914.2	23.9	172.2	148.3
1970	4,104.9	28.7	180.6	151.9
1971	3,850.9	24.8	169.4	144.6
1972	4,127.3	32.7	181.6	148.9
1973	4,326.9	37.8	194.7	156.9
1974	4,407.3	41.9	202.7	160.8
1975	4,222.3	37.0	194.2	157.2

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 6F
Actual and Fair-share Employment
Levels and Level of Employment Gap
Operatives
U. S. Summary, 1966-1975
(In Thousands)

Year	Employment Level			Level of Employment Gap
	Total, All Population Groups	Black Women		
		Actual	Fair-share	(4) - (3)
(1)	(2)	(3)	(4)	(5)
Total Δ	288.6	169.0	32.7	-136.3
Average Δ	32.07	18.78	3.63	-15.11
1966	6,477.6	158.9	278.5	119.6
1967	7,098.3	209.5	305.2	95.7
1968[1/]	-	-	-	-
1969	6,714.1	241.8	295.4	53.6
1970	7,157.1	278.0	314.9	36.9
1971	6,558.6	242.0	288.6	46.6
1972	6,969.5	285.1	306.7	21.6
1973	7,514.3	359.5	338.1	-21.4
1974	7,700.4	393.7	354.2	-39.5
1975	6,766.2	327.9	311.2	-16.7

Source: Equal Employment Opportunity Reports.
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 7
Occupational Distribution of Workforce
U.S. Summary 1967 and 1975
(Percentages)

		Total Employment	Off. & Mgrs.	Professionals	Technicians	Sales Workers	Off. & Cler. Workers	Craft Workers	Operatives	Laborers	Serv. Workers
Females	1975	100.0	4.2	6.4	4.2	12.8	35.3	2.5	16.6	6.5	11.5
	1967	100.0	2.4	4.2	2.8	10.5	38.1	3.0	22.8	7.6	8.7
White Males	1975	100.0	16.6	10.7	5.3	9.0	5.1	19.9	21.5	7.1	4.7
	1967	100.0	12.6	8.5	4.9	8.5	7.0	20.9	25.8	8.2	3.5
All	1975	100.0	10.9	8.4	4.7	10.0	16.4	12.9	20.7	8.0	8.0
	1967	100.0	8.4	6.6	3.9	8.7	16.8	14.2	25.7	9.6	6.1

Source: Equal Employment Opportunity Reports

Table 8A
Occupational Distribution and
Index of Occupational Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	2.4	12.1	19.83	80.17
1967	2.4	12.6	19.04	80.96
1968[1/]	-	-	-	-
1969	2.7	13.7	19.70	80.30
1970	2.7	14.2	19.01	80.99
1971	3.0	14.2	12.12	78.88
1972	3.2	14.6	21.91	78.09
1973	3.4	15.5	21.93	78.07
1974	3.6	15.8	22.78	77.22
1975	4.2	16.6	25.30	74.70

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 8B
Occupational Distribution and
Index of Occupational Gap
Professionals
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	4.2	8.5	49.41	50.59
1968[2/]	-	-	-	-
1969	4.8	9.2	52.17	47.83
1970	5.2	9.4	55.31	44.69
1971	5.4	8.8	61.36	38.64
1972	5.4	8.8	61.36	38.64
1973	5.8	9.1	63.73	36.27
1974	5.6	9.3	60.21	39.79
1975	6.4	10.7	59.81	40.19

Source: Equal Employment Opportunity Reports.

1/ Data not included because of classification change in 1967.

2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 8C
Occupational Distribution and
Index of Occupational Gap
Technicians
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	2.8	4.9	57.14	42.86
1968[2/]	-	-	-	-
1969	3.0	5.2	57.69	42.31
1970	3.2	5.2	61.53	38.47
1971	3.4	5.5	61.81	38.19
1972	4.3	6.6	65.16	34.85
1973	3.8	5.2	73.07	26.93
1974	3.7	5.3	69.81	30.19
1975	4.2	5.3	79.24	20.76

Source: Equal Employment Opportunity Reports.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 8D
Occupational Distribution and
Index of Occupational Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	8.9	7.0	127.14	-27.14
1967	10.5	8.5	123.52	-23.52
1968[1/]	-	-	-	-
1969	10.7	8.7	122.98	-22.98
1970	10.4	8.6	120.93	-20.93
1971	11.8	9.9	119.19	-19.19
1972	12.6	10.9	115.59	-15.59
1973	12.0	9.1	131.86	-31.86
1974	12.1	8.9	135.95	-35.95
1975	12.8	9.0	142.22	-42.22

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 8E
Occupational Distribution and
Index of Occupational Gap
Office and Clerical
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	38.2	7.2	530.55	-430.55
1967	38.1	7.0	544.28	-444.28
1968[1/]	-	-	-	-
1969	38.7	6.7	577.61	-477.61
1970	37.8	6.4	590.62	-490.62
1971	38.9	7.6	511.84	-411.84
1972	36.5	5.7	640.35	-540.35
1973	34.9	5.4	646.29	-546.29
1974	34.6	5.2	665.38	-565.38
1975	35.3	5.1	692.15	-592.15

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 8F
Occupational Distribution and
Index of Occupational Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	3.0	21.0	14.28	85.72
1967	3.0	20.9	14.35	85.65
1968[1/]	-	-	-	-
1969	2.8	20.9	13.39	86.61
1970	2.7	20.6	13.10	86.90
1971	2.4	19.7	12.18	87.82
1972	2.6	19.5	13.33	86.67
1973	2.6	20.2	12.87	87.13
1974	2.7	20.1	13.43	86.57
1975	2.5	19.9	12.56	87.44

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 8G
Occupational Distribution and
Index of Occupational Gap
Operatives
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	All Females	White Males	All Females as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	23.1	26.3	87.83	12.17
1967	22.8	25.8	88.37	11.63
1968[1/]	-	-	-	-
1969	20.7	24.1	85.89	14.11
1970	20.6	23.9	86.19	13.81
1971	18.6	22.7	81.93	18.07
1972	18.2	22.1	82.35	17.65
1973	19.1	23.0	83.04	16.96
1974	19.3	23.1	83.54	16.46
1975	16.6	21.5	77.20	22.80

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 9A
Occupational Distribution and
Index of Occupational Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	2.6	12.1	21.48	78.52
1967	2.7	12.6	21.42	78.58
1968[1/]	-	-	-	-
1969	3.0	13.7	21.89	78.11
1970	3.0	14.2	21.12	78.88
1971	3.2	14.2	22.53	77.47
1972	3.5	14.6	23.97	76.03
1973	3.8	15.5	24.51	75.49
1974	4.0	15.8	25.31	74.69
1975	4.6	16.6	27.71	72.29

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 9B
Occupational Distribution and
Index of Occupational Gap
Professionals
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	4.4	8.5	51.76	48.24
1968[2/]	-	-	-	-
1969	5.1	9.2	55.43	44.57
1970	5.6	9.4	59.57	40.43
1971	5.8	8.8	65.90	34.10
1972	5.8	8.8	65.90	34.10
1973	6.2	9.1	68.13	31.87
1974	6.1	9.3	65.59	34.10
1975	6.9	10.7	64.48	35.52

Source: Equal Employment Opportunity Reports.

1/ Data not included because of classification change in 1967.

2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 9C
Occupational Distribution and
Index of Occupational Gap
Technicians
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966 1/	-	-	-	-
1967	2.7	4.9	55.10	44.90
1968 2/	-	-	-	-
1969	3.0	5.2	57.69	42.31
1970	3.2	5.2	61.53	38.47
1971	3.3	5.5	60.00	40.00
1972	4.4	6.6	66.66	33.34
1973	3.7	5.2	71.15	28.85
1974	3.7	5.3	69.81	30.19
1975	4.2	5.3	79.24	20.76

Source: Equal Employment Opportunity Reports.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 9D
Occupational Distribution and
Index of Occupational Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	9.4	7.0	134.28	-34.28
1967	11.2	8.5	131.76	-31.76
1968[1/]	-	-	-	-
1969	11.5	8.7	132.18	-32.18
1970	11.3	8.6	131.39	-31.39
1971	12.7	9.9	128.28	-28.28
1972	13.7	10.9	125.68	-25.68
1973	13.1	9.1	143.95	-43.95
1974	13.2	8.9	148.31	-48.31
1975	13.9	9.0	154.44	-54.44

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 9E
Occupational Distribution and
Index of Occupational Gap
Office and Clerical Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	40.5	7.2	562.50	-462.50
1967	40.5	7.0	578.57	-478.57
1968[1/]	-	-	-	-
1969	40.9	6.7	610.44	-510.44
1970	40.0	6.4	625.00	-525.00
1971	40.9	7.6	538.15	-438.15
1972	38.3	5.7	671.92	-571.92
1973	36.8	5.4	681.48	-581.48
1974	36.5	5.2	701.92	-601.92
1975	36.9	5.1	723.52	-623.52

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 9F
Occupational Distribution and
Index of Occupational Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	2.9	21.0	13.80	86.20
1967	2.9	20.9	13.87	86.13
1968[1/]	-	-	-	-
1969	2.8	20.9	13.39	86.61
1970	2.7	20.6	13.10	86.90
1971	2.3	19.7	11.67	88.33
1972	2.5	19.5	12.82	87.18
1973	2.6	20.2	12.87	87.13
1974	2.7	20.1	13.43	86.57
1975	2.5	19.9	12.56	87.44

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 9G
Occupational Distribution and
Index of Occupational Gap
Operatives
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	White Females	White Males	as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	22.6	26.3	85.93	14.07
1967	22.0	25.8	85.27	14.73
1968[1/]	-	-	-	-
1969	19.8	24.1	82.15	17.85
1970	19.7	23.9	82.42	17.58
1971	17.7	22.7	77.97	22.03
1972	17.2	22.1	77.82	22.18
1973	17.9	23.0	77.82	22.18
1974	17.9	23.1	77.48	22.52
1975	15.4	21.5	71.62	28.38

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 10A
Occupational Distribution and
Index of Occupational Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	0.7	12.1	05.79	94.21
1967	0.7	12.6	5.15	94.45
1968[1/]	[1/]	[1/]	-	-
1969	0.9	13.7	6.50	93.50
1970	1.0	14.2	7.40	92.60
1971	1.2	14.2	8.45	91.55
1972	1.4	14.6	9.58	90.42
1973	1.5	15.5	9.67	90.33
1974	1.6	15.8	10.12	89.88
1975	2.0	16.6	12.04	87.96

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 10B
Occupational Distribution and
Index of Occupational Gap
Professionals
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966[1/]	[1/]	[1/]	-	-
1967	2.3	8.5	27.05	72.95
1968[2/]	[2/]	[2/]	-	-
1969	2.1	9.2	22.82	77.18
1970	2.3	9.4	24.46	75.54
1971	2.5	8.8	28.40	71.60
1972	2.7	8.8	30.68	69.32
1973	2.7	9.1	29.67	70.33
1974	2.4	9.3	25.80	74.20
1975	2.9	10.7	27.10	72.90

Source: Equal Employment Opportunity Reports.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 10C
Occupational Distribution and
Index of Occupational Gap
Technicians
U. S. Summary, 1967-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966[1/]	[1/]	[1/]	-	-
1967	3.2	4.9	65.30	34.70
1968[2/]	[2/]	[2/]	-	-
1969	3.6	5.2	69.23	30.77
1970	3.7	5.2	71.15	28.85
1971	4.1	5.5	74.54	25.46
1972	4.2	6.6	63.63	36.37
1973	4.1	5.2	78.84	21.16
1974	4.0	5.3	75.47	24.53
1975	.6	5.3	86.79	13.21

Source: Equal Employment Opportunity Reports.
1/ Data not included because of classification change in 1967.
2/ Incomplete data from 1968 EEO-1 survey are excluded.

Table 10D
Occupational Distribution and
Index of Occupational Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap 100 - (4)
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	
(1)	(2)	(3)	(4)	(5)
1966	4.1	7.0	58.57	41.43
1967	4.7	8.5	55.29	44.71
1968[1/]	[1/]	[1/]	–	–
1969	5.3	8.7	60.91	39.09
1970	5.0	8.6	58.13	41.87
1971	5.5	9.9	55.55	44.45
1972	6.1	10.9	55.96	44.04
1973	6.1	9.1	67.03	32.97
1974	6.5	8.9	73.03	26.97
1975	7.2	9.0	80.00	20.00

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 10E
Occupational Distribution and
Index of Occupational Gap
Office and Clerical Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	17.6	7.2	244.44	-144.44
1967	18.9	7.0	270.00	-170.00
1968[1/]	[1/]	[1/]	-	-
1969	24.1	6.7	359.70	-259.70
1970	25.2	6.4	393.75	-293.75
1971	26.5	7.6	348.68	-248.68
1972	25.7	5.7	450.87	-350.87
1973	24.8	5.4	459.25	-359.25
1974	25.2	5.2	484.61	-384.61
1975	27.1	5.1	531.37	-431.37

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 10F
Occupational Distribution and
Index of Occupational Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	Black Females	White Males	Black Females as Percent of White Males	
			[(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	2.5	21.0	11.90	88.10
1967	2.8	20.9	13.39	86.61
1968[1/]	[1/]	[1/]	-	-
1969	2.5	20.9	11.96	88.04
1970	2.6	20.6	12.62	87.38
1971	2.4	19.7	12.18	87.82
1972	2.7	19.5	13.84	86.16
1973	2.7	20.2	13.36	86.64
1974	2.8	20.1	13.93	86.07
1975	2.5	19.9	12.56	87.44

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 10G
Occupational Distribution and
Index of Occupational Gap
Operatives
U. S. Summary, 1966-1975

Year	Occupational Distribution			Index of Occupational Gap
	Black Females	White Males	Black Females as Percent of White Males [(2) ÷ (3)]x100	100 - (4)
(1)	(2)	(3)	(4)	(5)
1966	26.1	26.3	99.23	.77
1967	27.6	25.8	106.97	-6.97
1968[1/]	[1/]	[1/]	–	–
1969	25.5	24.1	105.08	-5.08
1970	25.0	23.9	104.60	-4.60
1971	23.2	22.7	102.20	-2.20
1972	23.4	22.1	105.88	-5.88
1973	25.2	23.0	109.56	-9.56
1974	25.9	23.1	112.12	-12.12
1975	22.5	21.5	104.65	-4.65

Source: Equal Employment Opportunity Reports.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 11A
Annual Median Earnings and
Index of Wage Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	4.5	9.2	4.7	51.08
1968[1/]	-	-	-	-
1969	5.2	9.8	4.6	46.93
1970	5.6	10.3	4.7	45.63
1971	6.1	10.5	4.4	41.90
1972	6.6	12.0	5.4	45.00
1973	7.3	13.2	5.9	44.69
1974	7.9	14.2	6.3	44.36
1975	8.5	15.5	7.0	45.16

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 11B
Annual Median Earnings and
Index of Wage Gap
Professionals and Technicians
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	5.4	8.4	3.0	35.71
1968[1/]	-	-	-	-
1969	6.2	9.8	3.6	36.73
1970	6.7	10.0	3.3	33.00
1971	7.2	10.1	2.9	28.71
1972	7.6	11.4	3.8	33.33
1973	8.4	12.5	4.1	32.80
1974	8.9	13.4	4.5	33.58
1975	9.7	14.7	5.0	34.01

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 11C
Annual Median Earnings and
Index of Wage Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	2.4	6.4	4.0	62.50
1968[1/]	-	-	-	-
1969	2.7	7.6	4.9	64.47
1970	2.8	7.7	4.9	63.63
1971	3.0	8.4	5.4	64.28
1972	3.0	9.1	6.1	67.03
1973	3.0	9.6	6.6	68.75
1974	3.5	10.7	7.2	67.28
1975	3.7	11.3	7.6	67.25

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 11D
Annual Median Earnings and
Index of Wage Gap
Clericals
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.8	5.7	1.9	33.33
1968[1/]	-	-	-	-
1969	4.2	6.4	2.2	34.37
1970	4.6	6.9	2.3	33.33
1971	4.9	7.3	2.4	32.87
1972	5.3	8.3	3.0	36.14
1973	5.6	8.8	3.2	36.36
1974	6.0	9.5	3.5	36.84
1975	6.4	10.5	4.1	39.04

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 11E
Annual Median Earnings and
Index of Wage Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	3.7	6.9	3.2	46.37
1968[1/]	-	-	-	-
1969	4.3	7.6	3.3	43.42
1970	4.6	8.2	3.6	43.90
1971	4.7	8.7	4.0	45.97
1972	5.1	9.0	3.9	43.33
1973	5.6	10.3	4.7	45.63
1974	6.2	11.0	4.8	43.63
1975	6.9	11.8	4.9	41.52

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 11F
Annual Median Earnings and
Index of Wage Gap
Operatives
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	All Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	3.4	5.7	2.3	40.35
1968[1/]	-	-	-	-
1969	4.1	6.3	2.2	34.92
1970	4.1	6.6	2.5	37.87
1971	4.2	7.0	2.8	40.00
1972	4.6	7.5	2.9	38.66
1973	4.9	8.4	3.5	41.66
1974	5.3	8.9	3.6	40.44
1975	5.6	9.7	4.1	42.26

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
1/ Data unavailable for these two years.

Table 12A
Annual Median Earnings and
Index of Wage Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	4.5	9.2	4.7	51.08
1968[1/]	-	-	-	-
1969	5.2	9.8	4.6	46.93
1970	5.6	10.3	4.7	45.63
1971	6.1	10.5	4.4	41.90
1972	6.6	12.0	5.4	45.00
1973	7.3	13.2	5.9	44.69
1974	7.7	14.2	6.5	45.77
1975	8.5	15.5	7.0	45.16

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 12B
Annual Median Earnings and
Index of Wage Gap
Professionals and Technicians
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	5.4	8.4	3.0	35.71
1968[1/]	-	-	-	-
1969	6.1	9.8	3.7	37.75
1970	6.6	10.0	3.4	34.00
1971	7.2	10.1	2.9	28.71
1972	7.6	11.4	3.8	33.33
1973	8.4	12.5	4.1	32.80
1974	8.8	13.4	4.6	34.32
1975	9.6	14.7	5.1	34.69

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
1/ Data unavailable for these two years.

Table 12C
Annual Median Earnings and
Index of Wage Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	2.4	6.4	4.0	62.50
1968[1/]	-	-	-	-
1969	2.7	7.6	4.9	64.47
1970	2.8	7.7	4.9	63.63
1971	3.0	8.4	5.4	64.28
1972	3.0	9.1	6.1	67.03
1973	2.9	9.6	6.7	69.79
1974	3.5	10.7	7.2	67.28
1975	3.7	11.3	7.6	67.25

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 12D
Annual Median Earnings and
Index of Wage Gap
Office and Clericals
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.8	5.7	1.9	33.3
1968[1/]	-	-	-	-
1969	4.2	6.4	2.2	34.37
1970	4.6	6.9	2.3	33.33
1971	4.8	7.3	2.5	34.24
1972	5.3	8.3	3.0	36.14
1973	5.6	8.8	3.2	36.36
1974	6.0	9.5	3.5	36.84
1975	6.3	10.5	4.2	40.00

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 12E
Annual Median Earnings and
Index of Wage Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.8	6.9	3.1	44.92
1968[1/]	-	-	-	-
1969	4.3	7.6	3.3	43.42
1970	4.6	8.2	3.6	43.90
1971	4.8	8.7	3.9	44.82
1972	5.1	9.0	3.9	43.33
1973	5.6	10.3	4.7	45.63
1974	6.2	11.0	4.8	43.63
1975	6.7	11.8	5.1	43.22

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 12F
Annual Median Earnings and
Index of Wage Gap
Operatives
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	White Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.5	5.7	2.2	38.59
1968[1/]	-	-	-	-
1969	4.1	6.3	2.2	34.92
1970	4.1	6.6	2.5	37.87
1971	4.3	7.0	2.7	38.57
1972	4.6	7.5	2.9	38.66
1973	5.0	8.4	3.4	40.47
1974	5.4	8.9	3.5	39.32
1975	5.7	9.7	4.0	41.23

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 13A
Annual Median Earnings and
Index of Wage Gap
Officials and Managers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	4.0	9.2	5.2	56.52
1968[1/]	-	-	-	-
1969	5.5	9.8	4.3	43.87
1970	6.1	10.3	4.2	40.77
1971	6.6	10.5	3.9	37.14
1972	6.2	12.0	5.8	48.33
1973	6.8	13.2	6.4	48.48
1974	9.6	14.2	4.6	32.39
1975	8.8	15.5	6.7	43.22

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 13B
Annual Median Earnings and
Index of Wage Gap
Professionals and Technicians
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	5.7	8.4	2.7	32.14
1968[1/]	-	-	-	-
1969	6.6	9.8	3.2	32.65
1970	7.1	10.0	2.9	29.00
1971	7.5	10.1	2.6	25.74
1972	8.0	11.4	3.4	29.82
1973	8.9	12.5	3.6	28.80
1974	9.7	13.4	3.7	27.61
1975	10.6	14.7	4.1	27.89

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
1/ Data unavailable for these two years.

Table 13C
Annual Median Earnings and
Index of Wage Gap
Sales Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	2.5	6.4	3.9	60.93
1968[1/]	-	-	-	-
1969	2.3	7.6	5.3	69.73
1970	3.2	7.7	4.5	58.44
1971	2.9	8.4	5.5	65.47
1972	4.0	9.1	5.0	54.94
1973	3.7	9.6	5.9	61.45
1974	4.0	10.7	6.7	62.61
1975	4.0	11.3	7.3	64.60

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 13D
Annual Median Earnings and
Index of Wage Gap
Clericals
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.7	5.7	2.0	35.08
1968[1/]	-	-	-	-
1969	4.3	6.4	2.1	32.81
1970	4.7	6.9	2.2	31.88
1971	5.0	7.3	2.3	31.50
1972	5.6	8.3	2.7	32.53
1973	6.0	8.8	2.8	31.81
1974	6.6	9.5	2.9	30.52
1975	7.0	10.5	3.5	33.33

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
1/ Data unavailable for these two years.

Table 13E
Annual Median Earnings and
Index of Wage Gap
Craft Workers
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	–	–	–	–
1967	3.2	6.9	3.7	53.62
1968[1/]	-	-	-	-
1969	4.2	7.6	3.4	44.73
1970	4.5	8.2	3.7	45.12
1971	4.5	8.7	4.2	48.27
1972	5.4	9.0	3.6	40.00
1973	5.6	10.3	4.7	45.63
1974	6.1	11.0	4.9	44.54
1975	8.3	11.8	3.5	29.66

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 13F
Annual Median Earnings and
Index of Wage Gap
Operatives
U. S. Summary, 1966-1975

Year	Earnings (In Thousands of Dollars)			Index of Wage Gap [(4) : (3)] x 100
	Black Females	White Males	Difference (3) - (2)	
(1)	(2)	(3)	(4)	(5)
1966[1/]	-	-	-	-
1967	3.1	5.7	2.6	45.61
1968[1/]	-	-	-	-
1969	3.6	6.3	2.7	42.85
1970	3.8	6.6	2.8	42.42
1971	4.0	7.0	3.0	42.85
1972	4.4	7.5	3.1	41.33
1973	4.7	8.4	3.7	44.04
1974	5.1	8.9	3.8	42.69
1975	5.2	9.7	4.5	46.39

Source: Current Population Survey.
Individual entries may not sum to totals due to rounding.
[1/] Data unavailable for these two years.

Table 14A
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
Total, Selected Job Categories
U. S. Summary, 1967-1975
(Numbers in Millions of Dollars)

Year[1/]	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total (3) - (2) or (7) + (8)	Employment Effect (4) - (2)	Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males			At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1967	27,388.0	56,284.2	32,577.0	46,000.6	28,896.2	5,189.0	23,707.2	18,612.6
1969	32,846.2	67,590.9	39,615.4	54,876.0	34,744.7	6,769.2	27,975.5	22,029.8
1970	37,953.7	76,362.7	45,357.2	62,449.2	38,409.0	7,403.5	31,005.5	24,495.5
1971	39,275.7	78,872.8	46,592.3	64,732.5	39,597.1	7,316.6	32,280.5	25,456.8
1972	47,365.8	95,233.5	54,742.7	81,337.8	47,867.7	7,376.9	40,490.8	33,971.9
1973	53,826.7	108,233.8	61,334.8	93,676.6	54,407.1	7,508.1	46,899.0	39,849.9
1974	59,534.6	120,537.9	68,905.2	103,558.3	61,003.3	9,440.6	51,562.7	44,023.7
1975	64,502.3	131,041.1	74,266.8	112,929.2	66,538.8	9,764.5	56,774.3	48,426.9
Total	362,693.0	734,156.9	423,391.4	619,560.2	371,463.9	60,768.4	310,695.5	256,867.2

Sources: Equal Employment Opportunity Reports and Current Population Survey.
Individual entries may not sum to totals due to rounding

[1/] Data not available for 1968.

Table 14B
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1967
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	980.6	7913.8	3870.9	2004.7	6933.2	2890.3	4042.9	1024.1
Professionals/ Technicians	3342.1	9005.6	5789.3	5198.8	5663.5	2447.2	3216.3	1856.7
Sales Workers	2243.5	5682.3	2131.0	5982.7	3439.1	-112.5	3551.6	3739.2
Office/ Clerical	12919.2	9760.1	6506.7	19378.9	-3159.1	-6412.5	3253.4	6459.7
Craft Workers	993.1	8992.1	5373.5	1852.0	7999.0	4380.4	3618.6	858.9
Operatives	6909.5	14930.0	8905.6	11583.5	8020.5	1996.1	6024.4	4674.0
Total	27388.0	56284.2	32577.0	46000.6	28896.2	5189.0	23707.2	18610.6

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14C
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1969
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1326.0	9409.0	4992.5	2499.0	8083.0	3666.5	4416.5	1173.0
Professionals/ Technicians	4538.4	11837.4	7489.0	7173.6	7299.0	2950.6	4348.4	2635.2
Sales Workers	2714.0	7207.8	2560.7	6739.5	4493.8	-153.3	4647.1	4935.5
Office/ Clerical	15302.7	11758.7	7716.7	23318.4	-3544.0	-7586.0	4042.0	8015.7
Craft Workers	993.1	11304.2	6395.8	1995.8	10311.1	5420.7	4908.4	1002.7
Operatives	7972.0	16073.8	10460.7	12249.7	8101.8	2488.7	5613.1	4277.7
Total	32846.2	67590.9	39615.4	54876.0	34744.7	6769.2	27975.5	22029.8

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14D
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1970
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1529.9	10865.5	5907.4	2814.0	9335.6	4377.5	4958.1	1284.1
Professionals/ Technicians	5745.3	13313.0	8919.7	8575.0	7567.7	3174.4	4393.3	2829.7
Sales Workers	2984.8	7750.1	2818.2	8208.2	4765.3	-166.6	4931.9	5223.4
Office/ Clerical	17780.4	13450.2	8966.8	26670.6	-4330.2	-8813.6	4483.4	8890.2
Craft Workers	1292.6	12892.0	7232.1	2304.2	11599.4	5939.5	5659.9	1011.6
Operatives	8620.7	18091.9	11513.0	13877.2	9471.2	2892.3	6578.9	5256.5
Total	37953.7	76362.7	45357.2	62449.2	38409.0	7403.5	31005.5	24495.5

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14E
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1971
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1784.9	11089.1	6442.2	3072.3	9304.2	4657.3	4646.9	1287.4
Professionals/ Technicians	6265.4	13224.9	9427.7	8789.0	6959.5	3162.3	3797.2	2523.6
Sales Workers	3496.2	9442.4	3372.3	9789.4	5946.2	-123.9	6070.1	6293.2
Office/ Clerical	18880.7	14701.5	9868.1	28128.4	-4179.2	-9012.6	4833.4	9247.7
Craft Workers	1116.7	12831.6	6932.0	2067.1	11714.9	5815.3	5899.6	950.4
Operatives	7731.8	17583.3	10550.0	12886.3	9851.5	2818.2	7033.3	5154.5
Total	39275.7	78872.8	46592.3	64732.5	39597.1	7316.6	32280.5	25456.8

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14F
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1972
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	2360.0	14208.0	7814.4	4290.0	11848.0	5454.4	6393.6	1930.0
Professionals/ Technicians	8276.4	17549.2	11699.4	12414.6	9272.8	3423.0	5849.8	4138.2
Sales Workers	4237.2	12187.6	4017.9	12852.8	7950.4	-219.3	8169.7	8615.6
Office/ Clerical	21646.3	16774.3	10711.3	33898.9	-4872.0	-10935.0	6063.0	12252.6
Craft Workers	1473.9	14337.9	8124.8	2601.0	12864.0	6650.9	6213.1	1127.1
Operatives	9372.0	20176.5	12374.9	15280.5	10804.5	3002.9	7801.6	5908.5
Total	47365.8	95233.5	54742.7	81337.8	47867.7	7376.9	40490.8	33971.9

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14G
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1973
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	3,028.0	16966.0	9382.7	5475.4	13938.0	6354.7	7583.3	2447.4
Professionals/ Technicians	9,676.0	18937.5	12726.0	14398.8	9261.5	3050.0	6211.5	4722.78
Sales Workers	4,349.7	11999.0	3749.7	13919.0	7649.3	-600.0	8249.3	9569.3
Office/ Clerical	23656.1	18333.0	11666.5	37173.8	-5323.1	-11989.6	6666.5	13517.7
Craft Workers	1788.1	17381.3	9450.0	3288.8	15593.2	7661.9	7931.3	1500.7
Operatives	11328.8	24617.0	14359.9	19420.8	13288.2	3031.1	10257.1	8092.0
Total	53926.7	108233.8	61334.8	93676.6	54407.1	7508.1	46899.0	39849.9

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14H
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary,1974
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	3549.5	19282.2	10727.4	6380.1	15732.7	7177.9	8554.8	2830.6
Professionals/ Technicians	10299.1	21071.5	13995.3	15506.5	10772.4	3766.2	7076.2	5207.4
Sales Workers	5239.9	13736.7	4493.3	16019.0	8496.8	-746.6	2943.4	10779.1
Office/ Clerical	25704.0	20226.5	12774.6	40698.0	-5477.5	-12929.4	7451.9	14994.0
Craft Workers	2096.8	19149.9	10793.6	3720.2	17053.1	8696.8	8356.3	1623.4
Operatives	12645.3	27071.1	16121.0	21234.5	14425.8	3475.7	10959.1	8589.2
Total	59534.6	120537.9	68905.2	103558.3	61003.3	9440.6	51562.7	44023.7

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 14I
Actual and Expected Annual Wage Bill and
Wage Bill Gap of All Females
By Job Category
U. S. Summary, 1975
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	4318.0	22064.3	12099.8	7874.0	17746.3	7781.8	9964.5	3556.0
Professionals/ Technicians	13389.0	25272.2	16676.2	18924.8	11883.2	3287.2	8596.0	5535.8
Sales Workers	5782.0	14841.4	4859.6	17658.5	9059.4	-922.4	9981.8	11876.5
Office/ Clerical	17565.4	22566.6	13754.9	45224.6	-4998.8	-13810.5	8811.7	17659.2
Craft Workers	2110.7	19978.6	11682.4	3609.6	17867.9	9571.7	8296.2	1498.9
Operatives	11337.2	26318.0	15193.9	19637.7	14980.8	3856.7	11124.1	8300.5
Total	64502.3	131041.1	74266.8	112929.2	66538.8	9764.5	56774.3	48426.9

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15A
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
Total, Selected Job Categories
U. S. Summary, 1967-1975
(Numbers in Millions of Dollars)

Year[1/]	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total (3) - (2) or (7) + (8)	Employment Effect (4) - (2)	Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males			At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1967	25,092.2	49,547.5	28,515.0	41,831.3	24,455.3	3,422.8	21,032.5	16,739.1
1969	29,188.6	58,520.5	34,194.3	48,814.8	29,331.9	5,005.7	24,326.2	19,626.2
1970	33,143.5	66,390.3	39,080.2	54,768.0	33.247.4	5,936.7	27,310.7	21,624.5
1971	34,272.9	68,576.3	40,681.2	56,886.2	34,303.4	6,408.3	27,895.1	22,613.3
1972	41,205.2	82,651.0	47,510.4	71,005.4	41,445.8	6,305.2	35,140.6	29,800.2
1973	46,163.6	94,078.9	53,459.8	80,479.3	47,915.3	7,296.2	40,619.1	34,315.7
1974	50,507.2	104,669.6	59,726.0	88,136.7	54,162.4	9,218.8	44,943.6	37,629.5
1975	53,617.1	113,721.4	64,056.9	96,156.1	60,104.3	10,439.8	49,664.5	42,539.0
Total	313,190.3	638,156.1	367,223.8	538,077.8	324,965.8	54,033.5	270,932.3	224,887.5

Sources: Equal Employment Opportunity Reports and Current Population Survey.
Individual entries may not sum to totals due to rounding

1/ Data not available for 1968.

Table 15B
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1967
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	941.9	6,842.0	3,346.7	1925.6	5,900.1	2,404.8	3,495.3	983.7
Professionals/ Technicians	3,022.9	7,785.1	5,004.7	4,702.3	4,762.2	1,981.8	2,780.4	1,679.4
Sales Workers	2,104.3	4,912.6	1,842.2	5,611.5	2,808.3	-262.1	3,070.4	3,507.2
Office/ Clerical	12,082.1	8,437.7	5,625.1	18,123.2	-3,457.0	-6,457.0	2,812.6	6,041.1
Craft Workers	879.7	8,663.0	4,770.9	1,597.4	7,783.3	3,891.2	3,892.1	717.7
Operatives	6,061.3	12,907.1	7,925.4	9,871.3	6,845.8	1,864.1	4,981.7	3,810.0
Total	25092.2	49547.5	28515.0	41831.3	24455.3	3422.8	21032.5	16739.1

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15C
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1969
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1258.4	8146.7	4322.8	2371.6	6888.3	3064.4	3823.9	1113.2
Professionals/ Technicians	3980.9	10248.8	6379.4	6395.5	6267.9	2398.5	3869.4	2414.6
Sales Workers	2506.1	6241.1	2217.2	7054.3	3735.0	-288.9	4023.9	4548.2
Office/ Clerical	13908.7	10180.5	6680.9	21194.2	-3729.2	-7227.8	3499.6	7285.5
Craft Workers	960.6	9787.3	5537.5	1697.8	8826.7	4576.9	4249.8	737.2
Operatives	6573.9	13916.1	9056.5	10101.4	7342.2	2482.6	4859.6	3527.5
Total	29188.6	58520.5	34194.3	48814.8	29331.9	5005.7	24326.2	19626.2

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15D
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1970
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1435.8	9446.1	5135.8	2640.9	8010.3	3700.0	4310.3	1205.1
Professionals/ Technicians	5006.1	11574.0	6738.8	7585.0	6567.9	2632.7	3935.2	2578.9
Sales Workers	2736.4	6738.3	2450.3	7525.2	4001.9	-286.1	4288.0	4788.8
Office/ Clerical	15908.6	11694.1	7796.1	23863.0	-4214.5	-8112.5	3898.0	7954.4
Craft Workers	1068.6	11208.6	6287.7	1904.9	10140.0	5219.1	4920.9	836.3
Operatives	6988.0	15729.8	9771.5	11249.0	8741.8	2783.5	5958.3	4261.0
Total	33143.5	66390.9	39080.2	54768.0	33247.4	5936.7	27310.7	21624.5

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15E
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1971
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	1665.3	9641.1	5601.0	2866.5	7975.8	3935.7	4040.1	1201.2
Professionals/ Technicians	5508.0	11497.8	8196.5	7726.5	5989.8	2688.5	3301.3	2218.5
Sales Workers	3217.5	8210.2	2932.2	9009.0	4992.7	-285.3	5278.0	5791.5
Office/ Clerical	16517.3	12782.3	8404	25120.0	-3735.0	-8112.5	4377.5	8602.7
Craft Workers	947.5	11156.9	6155.5	1717.4	10209.4	5208.0	5001.4	769.9
Operatives	6417.3	15288.0	9391.2	10446.8	8870.7	2973.9	5896.8	4029.5
Total	34272.9	68576.3	40681.2	56886.2	34303.4	6408.3	27895.1	22613.3

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15F
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1972
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	2185.9	12330.0	6781.5	3974.4	10144.1	4595.6	5548.5	1788.5
Professionals/ Technicians	7305.1	15231.5	10154.4	10957.7	7926.4	2849.3	5077.1	3652.6
Sales Workers	3876.3	10576.9	3486.9	11758.1	6700.6	-389.4	7090.0	7881.8
Office/ Clerical	19160.6	14558.2	9296.2	30006.2	-4602.4	-9864.4	5262.0	10845.6
Craft Workers	1200.0	12443.4	7051.3	2117.7	11243.4	5851.3	5392.1	917.7
Operatives	7477.3	17511.0	10740.1	12191.3	10033.7	3262.8	6770.9	4714.0
Total	41205.2	82651.0	47510.4	71005.4	41445.8	6305.2	35140.6	29800.2

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15G
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1973
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	2793.7	14747.0	8155.6	5051.6	11953.3	5361.9	6591.4	2257.9
Professionals/ Technicians	8426.9	16461.3	11062.0	12540.0	8034.4	2635.1	5399.3	4113.1
Sales Workers	3803.6	10429.4	3150.6	12591.4	6625.8	-653.0	7278.8	8787.8
Office/ Clerical	20711.6	15935.9	10141.0	32546.8	-4775.7	-10570.6	5794.9	11835.2
Craft Workers	1449.3	15108.0	8214.1	2665.6	13658.7	6764.8	6893.9	1216.3
Operatives	8978.5	21397.3	12736.5	15083.9	12418.8	3758.0	8660.8	6105.4
Total	46163.6	94078.9	53459.8	80479.3	47915.3	7296.2	40619.1	34315.7

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15H
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1974
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	3167.0	16743.2	9079.1	5840.5	13576.2	5912.1	7664.1	2673.5
Professionals/ Technicians	8835.2	18299.0	12017.3	13453.6	9463.8	3182.1	6281.7	4618.4
Sales Workers	4692.5	11928.4	3901.8	14345.5	7235.9	-790.7	8026.6	9653.0
Office/ Clerical	22276.2	17563.6	11092.8	35270.7	-4712.6	-11183.4	6470.8	12994.5
Craft Workers	1688.9	16628.7	9372.5	2996.4	14939.8	7683.6	7256.2	1307.5
Operatives	9847.4	23506.7	14262.5	16230.0	13659.3	4415.1	9244.2	6382.6
Total	50507.2	104669.6	59726.0	88136.7	54162.4	9218.8	44493.6	37629.5

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 15I
Actual and Expected Annual Wage Bill and
Wage Bill Gap of White Females
By Job Category
U. S. Summary, 1975
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	3922.8	19147.2	10500.1	7153.3	15224.4	6577.3	8647.1	3230.5
Professionals/ Technicians	10685.8	21932.4	14323.2	16362.6	11246.6	3637.4	7609.2	5676.8
Sales Workers	5160.8	12879.7	4217.3	15761.2	7718.9	-943.5	8662.4	10600.4
Office/ Clerical	23359.1	19583.6	11750.1	38931.9	-3775.5	-11609.0	7833.5	15572.8
Craft Workers	1650.2	17338.9	9845.0	2906.3	15688.7	8194.8	7493.9	1256.1
Operatives	8838.4	22839.6	13421.2	15040.8	14001.2	4582.8	9418.4	6202.4
Total	53617.1	113721.4	64056.9	96156.1	60104.3	10439.8	49664.5	42439.0

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16A
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
Total, Selected Job Categories
U. S. Summary, 1967-1975
(Numbers in Millions of Dollars)

	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total (3) - (2) or (7) + (8)	Employment Effect (4) - (2)	Wage Effect	
Year[1/]	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males			At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1967	1,595.9	6,677.6	3,597.0	2,785.6	5,081.7	2,001.1	3,080.6	1,189.7
1969	1,590.2	7,826.3	4,488.6	2,847.7	6,236.1	2,898.4	3,337.7	1,257.5
1970	3,222.5	8,772.6	5,257.1	5,215.8	5,550.1	2,034.6	3,515.5	1,993.3
1971	3,233.2	9,060.2	5,376.7	5,243.5	5,827.0	2,143.5	3,683.5	2,010.3
1972	4,269.5	10,857.2	6,472.1	6,885.7	6,587.7	2,202.6	4,385.1	2,616.2
1973	5,354.7	10,682.9	7,219.4	8,849.7	5,328.2	1,864.7	3,463.5	3,495.0
1974	6,415.5	14,035.2	8,570.9	10,308.9	7,619.7	2,155.4	5,464.3	3,893.4
1975	6,619.8	15,031.3	9,085.7	11,019.2	8,411.5	2,465.9	5,945.6	4,399.4
Total	32,301.3	82,943.3	50,067.5	53,156.1	50,642.0	17,766.2	32,875.8	20,854.8

Sources: Equal Employment Opportunity Reports and Current Population Survey.
Individual entries may not sum to totals due to rounding

[1/] Data not available for 1968.

Table 16B
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1967
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	21.6	921.8	400.8	49.7	900.2	379.2	521.0	28.1
Professionals/ Technicians	236.5	1,049.2	711.9	348.6	812.7	475.4	337.3	112.1
Sales Workers	89.2	662.4	258.7	228.5	573.2	169.5	403.7	139.3
Office/ Clerical	531.7	1,137.1	738.1	819.1	605.4	206.4	399.0	287.4
Craft Workers	67.5	1,167.5	541.4	145.6	1,100.0	473.9	626.1	78.1
Operatives	649.4	1,739.6	946.1	1,194.1	1,090.2	296.7	793.5	544.7
Total	1,595.9	6,677.6	3,597.0	2,785.6	5,081.7	2,001.1	3,080.6	1,189.7

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16C
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1969
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	47.8	1089.8	611.6	85.3	1042.0	563.8	478.2	37.5
Professionals/ Technicians	359.0	1371.0	923.3	533.1	1012.0	564.3	447.7	174.1
Sales Workers	114.5	834.5	252.5	378.5	720.0	138.0	582.0	264.0
Office/ Clerical	98.0	1361.3	914.6	145.9	1263.3	816.6	446.7	47.9
Craft Workers	100.4	1308.7	723.2	181.6	1208.3	622.8	585.5	81.2
Operatives	870.5	1861.0	1063.4	1523.3	990.5	192.9	797.6	652.8
Total	1590.2	7826.3	4488.6	2847.7	6236.1	2898.4	3337.7	1257.5

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16D
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1970
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	67.7	1248.4	739.3	114.3	1180.7	671.6	509.1	46.6
Professionals/ Technicians	472.9	1530.0	1086.3	666.0	1057.1	613.4	443.7	193.1
Sales Workers	179.5	890.1	369.9	432.0	710.6	190.4	520.2	252.5
Office/ Clerical	1316.9	1544.9	1052.3	1933.4	228.0	-264.6	492.6	616.5
Craft Workers	129.1	1480.9	812.7	235.3	1351.8	683.6	668.2	106.2
Operatives	1056.4	2078.3	1196.6	1834.8	1021.9	140.2	881.7	778.4
Total	3222.5	8772.6	5257.1	5215.8	5550.1	2034.6	3515.5	1993.3

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16E
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1971
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	85.1	1273.6	800.6	135.4	1188.5	715.5	473.0	50.3
Professionals/ Technicians	522.7	1519.0	1128.0	704.0	996.3	605.3	391.0	181.3
Sales Workers	165.3	1084.4	374.4	478.8	919.1	209.1	710.0	313.5
Office/ Clerical	1380.5	1689.2	1157.0	2015.5	308.7	-223.5	532.2	635.0
Craft Workers	111.6	1473.8	762.3	215.8	1362.2	650.7	711.5	104.2
Operatives	968.0	2020.2	1154.4	1694.0	1052.2	186.4	865.8	726.0
Total	3233.2	9060.2	5376.7	5243.5	5827.0	2143.5	3683.5	2010.3

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16F
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1972
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	108.5	1,620.0	837.0	210.0	1,511.5	728.5	783.0	101.5
Professionals/ Technicians	674.4	2,000.7	1,404.0	961.0	1,326.3	729.6	596.7	286.6
Sales Workers	296.4	1,389.6	610.8	674.3	1,093.2	314.4	778.8	377.9
Office/ Clerical	1,759.2	1,912.3	1,290.2	2,607.9	153.1	- 469.0	622.1	848.7
Craft Workers	176.6	1,634.4	980.6	294.3	1,457.8	804.0	653.8	117.7
Operatives	1,254.4	2,300.2	1,349.5	2,138.2	1,045.8	95.1	950.7	883.8
Total	4,269.5	10,857.2	6,472.1	6,885.7	6,587.7	2,202.6	4,385.1	2,616.2

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16G
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1973
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	143.5	1957.6	1008.4	278.5	1814.1	864.9	949.2	135.0
Professionals/ Technicians	870.4	2185.0	1555.7	1222.5	1314.6	685.3	629.3	352.1
Sales Workers	320.8	1384.3	533.5	832.3	1063.5	212.7	850.8	511.5
Office/ Clerical	2118.6	-2115.5	1442.4	3107.3	-3.10	-676.20	-673.1	988.7
Craft Workers	211.7	200.5	1090.3	389.3		-11.20	878.6	177.6
Operatives	1689.7	2840.0	1589.1	3019.8	1150.3	-100.60	1250.9	1330.1
Total	5354.7	10682.9	7219.4	8849.7	5328.2	1864.7	3463.5	3495.0

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16H
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1974
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	239.0	2,245.0	1,517.8	353.6	2,006.0	1,278.8	727.2	114.6
Professionals/ Technicians	994.8	2,453.5	1,776.1	1,305.2	1,458.7	781.3	677.4	310.4
Sales Workers	392.4	1,599.6	598.0	1,049.7	1,207.2	205.6	1,001.6	657.3
Office/ Clerical	2,525.8	2,355.0	1,636.1	3,635.6	- 170.8	- 889.7	718.9	1,109.8
Craft Workers	255.6	2,229.7	1,236.5	460.9	1,974.1	980.9	993.2	205.3
Operatives	2,007.9	3,152.4	1,806.4	3,503.9	1,144.5	- 201.5	1,346.0	1,496.0
Total	6,415.5	1,4035.2	8,570.9	1,0308.9	7,619.7	2,155.4	5,464.3	3,893.4

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 16I
Actual and Expected Annual Wage Bill and
Wage Bill Gap of Black Females
By Job Category
U. S. Summary, 1975
(Numbers in Millions of Dollars)

Job Category	Annual Wage Bill				Annual Wage Bill Gap			
		Expected			Total		Wage Effect	
	Actual	Total	At Fair-share Employment	At Median Wages Equal to White Males	(3) - (2) or (7) + (8)	Employment Effect (4) - (2)	At Fair-share Employment (3) - (4)	At Actual Employment (5) - (2)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Officials/ Managers	259.6	2,531.2	1,437.0	457.2	2,271.6	1,177.4	1,094.2	197.6
Professionals/ Technicians	1,161.8	2,898.8	2,090.3	1,611.1	1,737.0	928.5	808.5	449.3
Sales Workers	418.4	1,702.9	602.8	1,182:0	1,284.5	184.4	1,100.1	763.6
Office/ Clerical	2,767.8	2,588.2	1,725.5	4,151.7	- 179.6	-1,042.3	862.7	1,383.9
Craft Workers	307.1	2,291.6	1,611.9	436.6	1,984.5	1,304.8	679.7	129.5
Operatives	1,705.1	3,018.6	1,618.2	3,180.6	1,313.5	- 86.9	1,400.4	1,475.5
Total	6,619.8	15,031.3	9,085.7	11,019.2	8,591.1	3,595.1	5,945.6	4,399.4

Sources: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

Table 17A
Regression Trend Analysis of Female Employment
by Job Category,
U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant 2/ (t value)	Coefficient 2/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	163.0 (9.10)*	34.7 (10.82)*	0.97	94.4	5.6
Professionals	311.2 (18.09)*	50.5 (17.28)*	0.99	0.98	2.0 4.8
Technicians	195.3 (6.25)*	35.9 (6.76)*	0.87	92.2	7.8
Sales	746.0 (17.42)*	94.8 (12.37)*	0.98	95.6	4.4
Clerical Workers	3,172.6 (42.81)*	141.5 (10.66)*	0.97	94.2	5.8
Craft Workers	236.9 (15.52)*	9.2 (3.40)**	0.79	62.2	37.8
Operatives	1,867.7 (17.55)*	38.7 (2.03)**	0.61	37.2	62.8
Total, All EEO-1 Jobs	8,016.8 (29.78)*	510.5 (10.60)*	0.97	94.1	5.9

1/ The base period for professionals and technicians is 1967-75.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 17B
Regression Trend Analysis of White Female Employment
by Job Category,
U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient 2/	Percent Variation	
	Constant 2/ (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	100.6 (10.19)*	30.4 (10.76)*	0.97	94.3	5.7
Professionals	294.3 (19.92)*	43.4 (17.28)*	0.99	98.0	2.0
Technicians	172.8 (5.65)*	28.3 (5.44)*	0.91	82.8	17.2
Sales	708.7 (17.20)*	80.7 (10.94)*	0.97	94.5	5.5
Clerical Workers	2991.9 (44.26)*	93.1 (76.9)*	0.95	89.4	10.6
Craft Workers	207.8 (17.02)*	5.3 (2.44)**	0.68	46.0	54.0
Operatives	1622.0 (20.96)*	6.9 (0.50)	0.18	3.4	96.6
Total, All EEO-1 Jobs	7139.7 (33.54)*	357.3 (9.38)*	.96	92.6	7.4

1/ The base period for professionals and technicians is 1967-75.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 17C
Regression Trend Analysis of Black Female Employment
by Job Category,
U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant 2/ (t value)	Coefficient 2/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	1.6 (1.26)	2.8 (12.18)*	0.98	96.0	4.0
Professionals	12.3 (7.61)*	3.3 (12.0)*	0.98	96.1	3.9
Technicians	18.3 (9.96)*	5.4 (17.28)*	0.99	98.0	2.0
Sales	23.0 (7.53)*	8.8 (16.13)*	0.99	97.4	2.6
Clerical Workers	120.3 (12.23)*	32.5 (18.45)*	0.99	98.0	2.0
Craft Workers	16.5 (8.20)*	2.7 (7.43)*	0.94	88.8	11.2
Operatives	172.6 (8.10)*	21.9 (5.75)*	0.91	82.5	17.5
Total, All EEO-1 Jobs	640.1 (13.82)*	100.7 (12.15)*	0.98	95.5	4.5

1/ The base period for professionals and technicians is 1967-75.
2/ In thousands.
* Significant at the 1 percent level.

Table 18A
Regression Trend Analysis of Female Employment
Participation Rates
by Job Category,
U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	8.6 (22.10)*	0.57 (8.03)*	0.95	90.2	9.7
Professionals	19.8 (25.67)*	1.1 (8.39)*	0.96	92.2	7.8
Technicians	20.1 (20.48)*	1.4 (8.39)*	0.96	92.2	7.8
Sales	37.3 (34.52)*	0.98 (5.05)*	0.89	78.4	21.6
Clerical Workers	72.0 (84.99)*	0.91 (6.03)*	0.92	83.9	16.1
Craft Workers	6.4 (27.52)*	0.11 (2.58)**	0.70	48.8	51.2
Operatives	27.9 (58.45)*	0.29 (3.36)**	0.79	61.7	38.3
Total, All EEO-1 Jobs	31.4 (124.17)*	0.66 (14.62)*	0.98	96.8	3.2

1/ The base period for professionals and technicians is 1967-75.
*, ** Significant at the 1 percent and 10 percent level, respectively-

Table 18B
Regression Trend Analysis of White Female Employment Participation Rates by Job Category, U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	8.4 (23.69)*	0.44 (7.01)*	0.94	87.5	12.5
Professionals	18.5 (26.31)*	0.87 (7.28)*	0.95	90.0	10.0
Technicians	17.6 (21.78)*	1.0 (7.28)*	0.95	90.0	10.0
Sales	35.2 (38.54)*	0.68 (4.08)*	0.84	70.4	29.6
Clerical Workers	67.7 (87.52)*	0.12 (.86)	0.31	09.5	90.5
Craft Workers	5.6 (128.10)*	0.03 (.85)	0.30	09.3	90.7
Operatives	24.2 (86.5)*	-0.12 (-2.40)**	-0.67	45.1	54.9
Total, All EEO-1 Jobs	27.9 (150.25)*	0.30 (9.00)*	0.96	92.0	8.0

1/ The base period for professionals and technicians is 1967-75.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 18C
Regression Trend Analysis of Black Female
Participation Rates
by Job Category,
U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	0.1 (5.99)*	0.07 (16.01)*	0.99	97.3	2.7
Professionals	0.83 (9.04)*	0.09 (5.77)*	0.92	84.6	15.4
Technicians	2.0 (8.38)*	0.25 (6.16)*	0.93	86.5	13.5
Sales	1.3 (9.09)*	0.19 (7.64)*	0.94	89.3	10.7
Clerical Workers	2.8 (15.22)*	0.54 (16.27)*	0.99	97.4	2.6
Craft Workers	0.4 (9.24)*	0.06 (7.82)*	0.95	89.7	10.3
Operatives	2.6 (16.70)*	0.27 (9.55)*	0.96	92.9	7.1
Total, All EEO-1 Jobs	2.6 (25.44)*	0.23 (12.90)*	0.98	96.0	4.0

1/ The base period for professionals and technicians is 1967-75.
* Significant at the 1 percent level.

Table 19A
Regression Trend Analysis of the Percent Employment Gap of Women, by Job Category, U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	27.92 (61.18)*	-0.169 (-2.07)**	-0.62	38.0	62.0
Professionals	16.9 (13.73)*	-0.72 (-4.74)*	0.89	79.2	25.6
Technicians	16.6 (17.38)*	-1.0 (-6.16)*	0.93	86.5	13.5
Sales	-0.85 (-0.79)	-0.589 (-3.04)*	-0.75	57.0	43.0
Clerical Workers	-35.48 (-42.85)*	-0.527 (-3.55)*	-0.80	64.4	35.6
Craft Workers	30.08 (106.77)*	0.280 (5.55)*	0.90	81.5	18.5
Operatives	8.55 (17.76)*	0.010 (1.16)	0.40	16.1	83.9
Total, All EEO-1 Jobs	5.11 (20.34)*	-0.274 (-6.09)*	-0.92	84.1	15.9

1/ The base period for professionals and technicians is 1967-75.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 19B
Regression Trends Analysis of the Percent Employment Gap of White Women by Job Category, U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	23.20 (53.28)*	-0.089 (-1.15)	-0.40	15.8	84.2
Professionals	13.2 (18.07)*	-0.54 (-4.35)*	-0.87	75.7	24.3
Technicians	14.1 (15.94)*	-0.69 (-4.59)*	-0.88	77.4	22.6
Sales	- 3.68 (- 3.91)*	-0.314 (-1.87)	-0.58	33.2	66.8
Clerical Workers	-36.16 (-45.57)*	0.234 (1.65)	0.53	28.0	72.0
Craft Workers	25.96 (103.75)*	0.323 (7.21)*	0.94	88.1	11.9
Operatives	7.33 (23.08)*	0.474 (8.33)	0.95	90.8	9.2
Total, All EEO-1 Jobs	3.71 (16.13)*	0.055 (1.33)	0.45	20.2	79.8

1/ The base period for professionals and technicians is 1967-75.
* Significant at the 1 percent level.

Table 19C
Regression Trend Analysis of the Percent Employment Gap of Black Women by Job Category, U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	4.13 (104.25)*	-0.036 (-5.02)*	-0.88	78.3	21.7
Professionals	3.4 (15.20)*	-0.1 (-2.63)**	-0.73	53.3	46.7
Technicians	2.2 (10.79)*	-0.2 (-5.77)*	-0.92	84.6	15.4
Sales	2.98 (25.50)*	-0.160 (-7.62)*	-0.94	89.2	10.8
Clerical Workers	1.47 (7.92)*	-0.502 (-15.15)*	-0.98	97.0	3.0
Craft Workers	3.86 (86.05)*	-0.029 (-3.56)*	-0.80	64.4	35.6
Operatives	1.62 (10.86)*	-0.237 (-8.88)*	-0.96	91.8	8.2
Total, All EEO-1 Jobs	1.71 (17.89)*	-0.198 (-11.56)*	-0.97	95.0	5.0

1/ The base period for professionals and technicians is 1967-75.
* Significant at the 1 percent level.

Table 20A
Regression Trend Analysis of the Improvement
in the Employment of Women, Relative
to White-Male Employment,
by Job Category,
U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	- 2.3 (-68.54)*	0.059 (9.73)*	0.96	93.1	6.9
Professionals	- 1.4 (-33.27)*	0.06 (8.39)*	0.96	92.2	7.8
Technicians	- 1.3 (-27.40)*	0.08 (9.92)*	0.97	94.1	5.9
Sales	- 0.5 (-10.36)*	0.046 (5.52)*	0.90	81.3	18.7
Clerical Workers	1.0 (18.89)*	0.063 (6.65)*	0.93	86.3	13.7
Craft Workers	- 2.6 (-68.78)*	0.024 (3.46)**	0.79	63.0	37.0
Operatives	0.8 (-30.26)*	0.023 (4.90)*	0.88	77.4	22.6
Total, All EEO-1 Jobs	- 0.7 (-45.52)*	0.034 (13.17)*	0.98	96.1	3.9

1/ The base period for professionals and technicians is 1967-75.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 20B
Regression Trend Analysis of the
Improvement in the Employment of White
Women, Relative to White-Male Employment,
by Job Category,
U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	- 2.4 (-68.81)*	0.052 (8.52)*	0.95	91.2	8.8
Professionals	- 1.4 (-68.45)*	0.06 (17.28)*	0.99	98.0	2.0
Technicians	- 1.4 (-28.94)*	0.069 (8.39)*	0.96	92.2	7.8
Sales	- 0.5 (-12.15)*	0.040 (5.02)*	0.88	78.3	21.7
Clerical Workers	0.9 (17.70)*	0.052 (5.55)*	0.90	81.5	18.5
Craft Workers	- 2.8 (-73.45)*	0.013 (1.97)**	0.60	35.6	64.4
Operatives	- 0.9 (-43.38)*	0.007 (2.03)**	0.61	37.0	63.0
Total, All EEO-1 Jobs	- 0.8 (-60.62)*	0.025 (11.10)*	0.97	94.6	5.4

1/ The base period for professionals and technicians is 1967-75.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 20C
Regression Trend Analysis of the Improvement in the Employment of Black Women, Relative to White-Male Employment, by Job Category, U. S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant (t value)	Coefficient (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	- 6.1 (-271.16)*	0.171 (42.61)*	1.00	99.6	0.4
Professionals	- 4.5 (- 61.88)*	0.09 (7.28)*	0.95	90.0	10.0
Technicians	- 3.7 (- 45.79)*	0.10 (7.28)*	0.95	90.0	10.0
Sales	- 3.8 (- 54.94)*	0.114 (9.23)*	0.96	92.4	7.6
Clerical Workers	- 2.2 (- 27.07)*	0.164 (11.29)*	0.97	94.8	5.2
Craft Workers	- 5.2 (- 98.74)*	0.089 (9.41)*	0.96	92.7	7.3
Operatives	- 3.1 (- 57.24)*	0.088 (9.04)*	0.96	92.1	7.9
Total, All EEO-1 Jobs	- 3.2 (- 67.60)*	0.086 (10.19)*	0.97	93.7	6.3

1/ The base period for professionals and technicians is 1967-75.
* Significant at the 1 percent level.

Table 21A
Regression Analysis Between Female Employment and Education, by Job Category, U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-650.2 (-7.82)*	0.025 (11.83)*	0.98	95.2	4.8
Professionals	-232.4 (-3.38)**	0.150 (12.00)*	0.98	96.0	4.0
Technicians	-184.4 (-1.87)	0.105 (5.88)*	0.92	85.3	14.7
Sales	-1748.8 (-6.96)*	0.088 (11.79)*	0.98	95.2	4.8
Clerical Workers	-573.6 (-1.45)	0.132 (11.22)*	0.97	94.7	5.3
Craft Workers	-55.4 (-0.54)	0.013 (3.32)**	0.78	61.2	38.8
Operatives	632.0 (0.91)	0.055 (2.04)**	0.61	37.3	62.7
Total, All EEO-1 Jobs	-3898.0 (-2.90)**	0.37 (10.73)*	0.97	94.3	5.7

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 21B
Regression Analysis Between White Female Employment
And Education
by Job Category
U.S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-636.6 (-7.10)*	0.027 (10.55)*	0.97	94.1	5.9
Professionals	660.7 (3.67)**	0.121 (5.18)*	0.90	81.0	19.0
Technicians	155.3 (-1.61)	0.096 (5.03)*	0.90	80.0	20.0
Sales	-1714.9 (-6.25)*	0.092 (10.27)*	0.97	93.8	6.2
Clerical Workers	160.5 (0.40)	0.107 (8.27)*	0.95	90.7	9.3
Craft Workers	18.9 (0.20)	0.009 (2.20)**	0.65	42.9	57.1
Operatives	1382.2 (2.39)**	0.012 (0.47)	0.18	3.1	96.9
Total, All EEO-1 Jobs	-2241.4 (-1.85)	0.313 (9.20)*	0.96	92.4	7.6

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 21C
Regression Analysis Between Black-Female Employment
And Education
by Job Category
U.S. Summary, 1966-1975

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant 2/ (t value)	Coefficient 1/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-29.0 (-13.95)*	0.015 (21.05)*	0.99	98.5	1.5
Professionals	-6.4 (-1.14)	0.118 (6.67)*	0.94	88.1	11.9
Technicians	-10.7 (-1.11)	0.188 (6.18)*	0.93	86.4	13.6
Sales	-75.8 (-11.79)*	0.055 (22.31)*	0.99	98.6	1.4
Clerical Workers	-234.4 (-5.72)*	0.197 (12.65)*	0.98	95.8	4.2
Craft Workers	-17.4 (3.14)**	0.023 (8.53)*	0.95	91.2	8.8
Operatives	-105.8 (-1.71)	0.192 (6.29)*	0.92	85.0	15.0
Total, All EEO-1 Jobs	-435.3 (-3.31)*	0.540 (12.03)*	0.98	95.4	5.2

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 21D
Regression Analysis Between White Male Employment
And Education
by Job Category
U.S. Summary, 1966-1975[1]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2] (t value)	Coefficient[2] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-520.1 (-2.70)**	0.091 (15.52)*	0.99	97.2	2.8
Professionals	55.2 (0.30)	0.010 (0.02)	0.01	0	100.0
Technicians	540.7 (1.80)	0.051 (1.31)	0.47	22.5	77.5
Sales	20.9 (0.04)	0.060 (2.68)**	0.71	50.7	49.3
Clerical Workers	1716.8 (5.56)*	-0.026 (-2.15)**	-0.63	39.8	60.2
Craft Workers	2407.9 (6.04)*	0.059 (2.60)**	0.70	49.2	50.8
Operatives	4479.2 (6.86)*	-0.028 (-0.75)	-0.27	7.4	92.6
Total, All EEO-1 Jobs	10140.3 (7.17)*	0.209 (4.85)*	0.88	77.1	22.9

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
* ** Significant at the 1 percent and 10 percent level, respectively.

Table 22A
Regression Analysis Between Change in Female Employment
And Change In Education
By Job Category
U.S. Summary, 1966-1975[1]/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2]/ (t value)	Coefficient[2]/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	7.9 (0.12)	0.022 (0.46)	0.22	4.8	95.2
Professionals	61.5 (1.26)**	-0.039 (-0.20)	-0.09	0.9	99.1
Technicians	64.8 (0.95)	-0.091 (-0.46)	-0.20	4.0	46.1
Sales	191.4 (0.81)	-0.110 (-0.49)	-0.20	3.9	96.1
Clerical Workers	-133.4 (-0.28)	0.272 (0.61)	0.24	5.9	94.1
Craft Workers	1.3 (0.04)	0.014 (0.27)	0.11	1.2	98.9
Operatives	29.8 (0.12)	0.007 (0.02)	0	0	100
Total, All EEO-1 Jobs	-116.4 (-0.06)	0.473 (0.32)	0.13	1.7	98.3

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 22B
Regression Analysis Between Change in White Female Employment and Change in Education By Job Category U.S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	52.1 (0.81)	-0.018 (-0.30)	-0.12	1.5	98.5
Professionals	83.4 (2.10)**	-0.139 (1.03)	-0.42	17.4	82.6
Technicians	52.3 (0.78)	0.088 (-0.39)	-0.17	2.8	97.2
Sales	258.2 (0.90)	-0.201 (-0.59)	-0.23	5.5	94.5
Clerical Workers	-116.5 (0.27)	0.274 (0.53)	0.21	4.4	95.6
Craft Workers	1.0 (0.05)	.010 (0.25)	0.10	1.0	99.0
Operatives	0.7 (0.00)	0.010 (0.04)	0	0	100.0
Total, All EEO-1 Jobs	749.0 (0.44)	-0.342 (-0.27)	-0.09	0.8	99.2

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 22C
Regression Analysis Between Change in Black Female Employment and Change in Education By Job Category U.S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	0.78 (0.39)	0.011 (1.11)	0.41	17.2	82.8
Professionals	2.2 (1.75)	0.046 (1.72)	0.61	36.8	63.2
Technicians	4.6 (4.09)*	0.031 (1.29)	0.50	25.3	74.7
Sales	2.1 (0.31)	0.041 (1.11)	0.41	17.1	82.9
Clerical Workers	-11.8 (-0.67)	0.247 (2.30)**	0.68	46.9	53.1
Craft Workers	-12.4 (-2.98)**	(3.69)**	0.83	69.4	30.6
Operatives	-114.8 (1.110)	1.110 (2.68)**	0.74	54.5	45.5
Total, All EEO-1 Jobs	-178.0 (-1.34)	1.37 (2.11)**	0.65	42.6	57.4

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 22D
Regression Analysis Between Change in White Male Employment and Change in Education by Job Category
U.S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	355.8 (1.26)	-0.182 (-0.82)	-0.32	10.2	89.8
Professionals	55.2 (0.30)	-0.010 (0.02)	-0.01	0	100.0
Technicians	144.6 (0.70)	0.408 (0.81)	0.34	12.1	87.9
Sales	365.4 (0.73	-0.332 (-061)	-0.24	5.9	94.1
Clerical Workers	-202.1 (-0.66)	0.200 (0.60)	0.24	5.6	94.4
Craft Workers	227.6 (0.97)	-0.360 (-0.83)	-0.32	10.2	89.8
Operatives	189.6 (0.49)	-0.381 (-0.53)	-0.21	4.5	95.5
Total, All EEO-1 Jobs	1543.4 (10.74)	-0.973 (-0.60)	-0.24	5.7	94.3

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 23A
Regression Analysis Between Female and White Male Employment
by Job Category,
U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-381.9 (-5.10)*	0.290 (9.58)*	0.96	92.9	7.1
Professionals	-823.1 (-3.20)*	0.886 (5.49)*	0.91	83.5	16.5
Technicians	-191.2 (-0.72)	0.622 (2.33)**	0.69	47.4	52.6
Sales	-292.5 (-0.64)	0.976 (3.31)*	0.78	61.0	39.0
Clerical Workers	6189.3 (4.98)	-2.214 (-1.89)**	-0.58	33.9	66.1
Craft Workers	-570.9 (-5.42)*	0.248 (8.10)*	0.95	90.4	9.6
Operatives	-555.8 (-0.38)	0.653 (1.80)	0.56	31.7	68.3
Total, All EEO-1 Jobs	-17118.3 (-4.73)*	1.626 (7.63)*	0.94	89.3	10.7

1/ The base period for professionals and technicians is 1967-75.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 23B
Regression Analysis Between White Female and
White Male Employment
by Job Category
U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-316.9 (-4.88)*	0.254 (9.68)*	0.96	93.1	6.9
Professionals	-682.2 (-3.09)*	0.763 (5.50)*	0.91	83.6	16.4
Technicians	-175.2 (-0.80)	0.537 (2.63)**	0.73	53.6	46.4
Sales	-215.4 (-0.57)	0.857 (3.53)*	0.80	64.1	35.9
Clerical Workers	4915.2 (5.68)*	-1.398 (-1.72)	0.55	30.0	70.0
Craft Workers	-326.9 (-4.04)*	0.163 (6.92)*	0.93	87.2	12.8
Operatives	-690.9 (-1.33)	0.587 (4.51)*	0.86	74.4	25.6
Total, All EEO-1 Jobs	-1077.2 (-4.55)*	1.157 (8.30)*	0.95	90.8	9.2

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 23C
Regression Analysis Between Black Female and White Male Employment by Job Category
U. S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	-42.1 (-7.05)*	0.023 (9.65)*	0.96	93.0	7.0
Professionals	-60.4 (-3.13)*	0.057 (4.70)*	0.89	78.5	21.5
Technicians	-11.1 (-0.24)	0.063 (1.37)**	0.49	23.6	76.4
Sales	-47.4 (-0.92)	0.074 (2.20)**	0.64	40.8	59.2
Clerical Workers	846.9 (3.17)**	-0.540 (-2.15)**	0.63	39.8	60.2
Craft Workers	-162.7 (-4.31)*	0.056 (5.09)*	0.89	78.7	21.3
Operatives	80.6 (0.12)	0.049 (0.30)	0.11	1.2	98.8
Total, All EEO-1 Jobs	-4145.8 (-4.93)*	0.311 (6.27)*	0.92	84.9	15.1

1/ The base period for professionals and technicians is 1967-75.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 24A
Regression Analysis Between the Change in Female Employment and the Change in White Male Employment, by Job Category
U. S. Summary, 1966-1975[1] /

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2]/ (t value)	Coefficient[2]/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	31.8 (2.49)**	0.045 (0.54)	0.22	4.7	95.3
Professionals	33.9 (2.34)**	0.308 (2.12)**	0.69	47.1	52.9
Technicians	30.3 (2.54)*	0.325 (3.74)**	0.86	73.6	26.4
Sales	64.1 (2.79)**	0.193 (1.72)	0.58	33.1	66.9
Clerical Workers	147.4 (2.75)**	-0.199 -0.45)	-0.18	3.3	96.7
Craft Workers	1.6 (0.38)	0.205 (7.54)*	0.95	90.5	9.5
Operatives	41.9 (1.81)	0.918 (9.25(*	0.97	93.5	6.5
Total, All EEO-1 Jobs	290.5 (2.17)**	0.763 (3.99)*	0.85	72.6	27.4

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 24B
Regression Analysis Between the Change in White Female Employment and the Change in White Male Employment, by Job Category
U.S. Summary, 1966-1975[1/]

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant[2/] (t value)	Coefficient[2/] (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	26.9 (2.36)**	0.047 (0.63)	0.25	6.1	93.9
Professionals	28.7 (2.21)**	0.271 (2.08)**	0.68	46.4	53.6
Technicians	22.6 (2.10)**	0.328 (4.19)*	0.88	77.9	22.1
Sales	68.0 (3.67)**	0.342 (3.77)*	0.84	70.3	29.7
Clerical Workers	110.4 (2.24)**	-0.126 (-0.31)	-0.13	1.6	98.4
Craft Workers	-0.42 (-0.12)	0.157 (6.97)*	0.94	89.0	11.0
Operatives	11.5 (0.74)	0.672 (10.13)*	0.97	94.5	5.5
Total, All EEO-1 Jobs	189.8 (1.94)**	0.611 (4.37)*	0.87	76.1	23.9

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 24C
Regression Analysis Between the Change in Black Female Employment and the Change in White Male Employment by Job Category
U.S. Summary, 1966-1975 1/

Job Category	Regression		Correlation Coefficient	Percent Variation	
	Constant 2/ (t value)	Coefficient 2/ (t value)		Explained (4) x (4) x 100	Unexplained 100 - (5)
(1)	(2)	(3)	(4)	(5)	(6)
Officials/ Managers	2.9 (3.34)**	0 -	0	0	100
Professionals	29.1 (8.27)*	0.048 (1.36)	0.52	26.9	73.1
Technicians	5.4 (3.97)**	0.002 (-0.20)	-0.09	0.8	99.2
Sales	9.1 (4.61)*	0 -	0	0	100
Clerical Workers	29.5 (4.78)*	-0.067 (-1.32)	-0.47	22.5	77.5
Craft Workers	1.4 (2.04)**	0.028 (6.12)*	0.93	86.2	13.8
Operatives	20.6 (3.08)**	0.175 (6.10)*	0.93	86.1	13.9
Total, All EEO-1 Jobs	61.7 (1.92)	0.108 (2.36)**	0.69	48.0	52.0

1/ The base period for professionals and technicians is 1967-1975.
2/ In thousands.
*, ** Significant at the 1 percent and 10 percent level, respectively.

Table 25A
Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Total Selected Job Categories, Except Pro/Tech)
12 Years to 15 Years of Schooling Completed
(Levels in Thousands)

All Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	5,884.0	6,534.7	650.7	28,315	22,431	34.5
1967	6,853.1	7,532.0	678.9	29,327	22,474	33.1
1968[1/]	-	-	-	-	-	-
1969	7,110.7	7,784.6	673.9	31,540	24,429	36.3
1970	7,588.1	8,324.1	736.0	32,784	25,196	34.2
1971	7,389.7	8,180.9	791.2	33.768	26,378	33.3
1972	8,180.5	8,827.6	647.1	34,754	26,574	41.1
1973	8,720.3	9,236.6	516.3	35,900	27,180	52.6
1974	8,954.5	9,553.4	598.9	37,004	28,049	46.8
1975	8,708.2	9,292.4	584.2	37,832	29,124	49.9

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 25B
Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Total Selected Job Categories, Except Pro/Tech)
12 Years to 15 Years of Schooling Completed
(Levels in Thousands)

White Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	5,412.2	5,650.1	237.9	26,258	20,846	87.6
1967	6,228.9	6,511.5	282.6	27,060	20,831	73.7
1968[1/]	-	-	-	-	-	-
1969	6,308.6	6,739.9	431.3	29,044	22,735	52.7
1970	6,628.8	7,237.2	608.4	30,063	23,434	38.5
1971	6,476.4	7,113.0	636.6	30,854	24,378	38.3
1972	7,099.3	7,661.2	561.9	31,669	24,570	43.7
1973	7,447.3	8,028.6	581.3	32,447	25,000	43.0
1974	7,560.7	8,295.6	734.9	33,309	25,748	35.0
1975	7,361.0	8,064.2	703.2	34,011	26,650	37.9

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 25C
Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Total Selected Job Categories, Except Pro/Tech)
12 Years to 15 Years of Schooling Completed
(Levels in Thousands)

Black Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	310.5	776.2	465.7	1,862	1,551	3.3
1967	415.4	877.6	462.2	2,018	1,603	3.5
1968[1/]	-	-	-	-	-	-
1969	552.2	901.3	349.1	2,210	1,658	4.7
1970	654.1	956.2	302.1	2,433	1,779	5.9
1971	6,128	939.8	327.0	2,564	1,951	6.0
1972	723.6	1,006.4	282.8	2,736	2,012	7.1
1973	858.2	1,065.7	207.5	2,966	2,108	10.2
1974	941.3	1,112.4	171.1	3,183	2,242	13.1
1975	894.4	1,065.9	171.5	3,268	2,374	13.8

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 25D
Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Professional and Technical Job Categories)
16 or More Years of Schooling Completed
(Levels in Thousands)

All Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	507.9	919.4	411.5	4,047	3,539.1	8.6
1967	618.9	1,072.1	453.2	4,171	3,552.1	7.8
1968[1/]	-	-	-	-	-	-
1969	732.0	1,207.9	475.9	4,699	3,967.0	8.3
1970	857.5	1,331.3	473.8	4,847	3,989.5	8.4
1971	870.2	1,309.4	439.2	5,142	4,271.8	9.7
1972	1,089.0	1,539.4	450.4	5,483	4,394.0	9.8
1973	1,151.9	1,515.0	363.1	5,943	4,791.1	13.2
1974	1,157.2	1,572.5	415.3	6,405	5,247.8	12.6
1975	1,287.4	1,719.2	431.8	6,768	5,480.6	12.7

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 25E
Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Professional and Technical Job Categories)
16 or More Years of Schooling Completed
(Levels in Thousands)

White Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	460.8	795.0	334.2	3,780	3,319.2	9.9
1967	559.8	926.8	367.0	3,880	3,329.2	9.1
1968[1/]	-	-	-	-	-	-
1969	652.6	1,045.8	393.2	4,357	3,704.4	9.4
1970	758.5	1,157.4	398.9	4,484	3,725.5	9.3
1971	765.0	1,138.4	373.4	4,769	4,004.0	10.7
1972	961.2	1,336.1	374.9	5,079	4,117.8	11.0
1973	1,003.2	1,316.9	332.9	5,434	4,430.8	13.3
1974	1,004.0	1,365.6	361.6	5,875	4,871.0	13.5
1975	1,113.1	1,492.0	378.9	6,115	5,001.9	13.2

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.
[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 25F

Actual and Fair-share Employment Levels and Numbers of Persons with Required Years of Schooling (Professional and Technical Job Categories) 16 or More Years of Schooling Completed (Levels in Thousands)

Black Females
Ages 16 thru 64

Years	Employment Level		Level of Employment Gap (3) - (2)	Persons with Required Years of Schooling		
	Actual	Fair-share		Total Number	Difference between Total Number and Actual Employment	
					Number (5) - (2)	Ratio of Difference to Gap (6) ÷ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1966	33.5	109.3	75.8	202	168.5	2.2
1967	41.5	124.9	83.4	232	190.5	2.3
1968[1/]	-	-	-	-	-	-
1969	54.4	139.9	85.5	259	204.6	2.4
1970	66.6	153.0	86.4	260	193.4	2.2
1971	69.7	150.4	80.7	267	197.3	2.4
1972	84.3	175.5	91.2	300	215.7	2.4
1973	97.8	174.8	77.0	368	270.2	3.5
1974	97.4	183.1	85.7	352	254.6	3.0
1975	109.6	197.2	87.6	445	335.4	3.8

Source: Equal Employment Opportunity Reports and Current Population Survey
Individual entries may not sum to totals due to rounding.

[1/] Incomplete data from the 1968 EEO-1 survey are excluded.

Table 26A
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Total Women

Job Category	Employment (In Thousands)			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	34.7	508.0	1,423.5	26
Professionals	50.3	775.0	1,102.2	6
Technicians	33.3	512.4	617.0	3
Craft Workers	9.2	305.9	1,693.1	100 1/
Operatives	38.7	2,024.5	2,713.2	18

* The base period for professionals and technicians is 1967-75.

1/ Projection cutoff.

Table 26B
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
White Women

Job Category	Employment (In Thousands)			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	30.4	461.5	1,235.3	25
Professionals	43.4	692.4	956.5	6
Technicians	25.8	420.7	535.5	4
Craft Workers	5.3	246.3	1,469.4	100[1/]
Operatives	6.9[2/]	1,550.6	2,354.6	100[1/]

* The base period for professionals and technicians is 1967-75.

[1/] Projection cutoff.

[2/] Statistically insignificant.

Table 26C
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Black Women

Job Category	Employment (In Thousands)			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	2.8	29.5	163.3	49
Professionals	3.2	42.5	126.4	26
Technicians	5.4	67.1	70.8	1
Sales Workers	8.8	104.6	150.7	5
Craft Workers	2.7	37.0	194.2	58

* The base period for professionals and technicians is 1967-75.

Table 26D
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Total Women

Job Category	Participation Rate			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	0.57	14.3	40.1	45
Professionals	0.96	28.2	40.1	12
Technicians	1.34	33.3	40.1	5
Craft Workers	0.11	7.2	40.1	100[1/]
Operatives	0.29	29.9	40.1	35

* The base period for professionals and technicians is 1967-75.

[1/] Projection cutoff.

Table 26E
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
White Women

Job Category	Participation Rate			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	0.44	13.0	34.8	50
Professionals	0.78	25.2	34.8	12
Technicians	0.95	27.3	34.8	8
Craft Workers	0.03[1/]	5.8	34.8	100[2/]
Operatives	-0.12[3/]	22.9	34.8	[3/]

* The base period for professionals and technicians is 1967-75.

1/ Statistically insignificant.

2/ Projection cutoff.

3/ Employment position becoming worse; thus, no projection is possible.

Table 26F
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Black Women

Job Category	Participation Rate			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	0.07	0.8	4.6	54
Professionals	0.08	1.5	4.6	39
Technicians	0.28	4.4	4.6	1
Sales Workers	0.19	3.2	4.6	7
Craft Workers	0.06	0.9	4.6	62

* The base period for professionals and technicians is 1967-75.

Table 26G
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Total Women

Job Category	Percent Employment Gap			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	-0.169	25.8	0	100[1]/
Professionals	-0.562	11.9	0	21
Technicians	-0.938	6.8	0	7
Craft Workers	0.280[2]/	32.9	0	[2]/
Operatives	0.010[2]/	10.2	0	[2]/

* The base period for professionals and technicians is 1967-75.

[1]/ Projection cutoff.

[2]/ Employment position becoming worse; thus, no projection is possible.

Table 26H
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
White Women

Job Category	Percent Employment Gap			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	-0.089[1/]	21.8	0	100[2/]
Professionals	-0.412	9.6	0	23
Technicians	-0.588	7.5	0	13
Craft Workers	0.063[1/3/]	29.0	0	[3/]
Operatives	0.474[1/3/]	11.9	0	[3/]

* The base period for professionals and technicians is 1967-75.

1/ Statistically insignificant.

2/ Projection cutoff.

3/ Employment position becoming worse; thus, no projection is possible.

Table 26I
Projected Number of Years Required to
Achieve Fair-share Employment Position,
by Job Category
Base: 1966-1975*
Black Women

Job Category	Percent Employment Gap			Required Future Years
	Annual Change	Current Actual	Fair-share	
(1)	(2)	(3)	(4)	(5)
Officials/ Managers	-0.036	3.8	0	100[1]/
Professionals	-0.038	3.1	0	82
Technicians	-0.238	0.2	0	1
Sales Workers	-0.160	1.4	0	9
Craft Workers	-0.029	3.7	0	100[1]/

* The base period for professionals and technicians is 1967-75.
1/ Projection cutoff.

Table 27
Multiple Regression Analysis of the Improvement in the Employment of Females Relative to White-Male Employment, by Job Category, for Adjusted CPS Employment Data, 1958-1975

Job Category	Regression						F Value for the Regression	Percent Variation	
	Constant (T-Value)	GNP (T-Value)	N (T-Value)	T_1 (T-Value)	T_2 (T-Value)	EEOC (T-Value)		Explained	Unexplained
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Officials and Managers	- 1.861 (-28.98)*	0.0028 (0.98)	0.0187 (2.08)**	-0.0018 (-0.41)	0.0202 (4.58)*	-0.0042 (-0.10)	34.65*	93.5	6.5
Professionals and Technicians	- 0.923 (-16.77)*	-0.0010 (-0.41)	0.0058 (0.76)	0.0058 (1.57)	0.0191 (5.05)*	0.0943 (2.65)**	77.26*	97.0	3.0
Craftworkers	- 3.319 (-28.65)*	-0.0082 (-1.59)	-0.0233 (-1.44)	0.0079 (1.02)	0.0570 (7.18)*	-0.0370 (-0.49)	55.96*	95.9	4.1
Salesworkers	- 0.393 (-10.15)*	-0.0033 (-1.89)**	-0.0038 (-0.71)	0.0135 (5.21)*	0.0112 (4.21)*	0.0933 (3.73)*	57.99*	96.0	4.0
Office and Clerical	0.927 (23.06)*	-0.0031 (-1.72)	-0.0072 (-1.29)	0.0190 (7.07)*	0.0403 (14.62)*	0.1641 (6.31)*	480.10*	99.5	0.5
Operative	- 0.669 (-13.79)*	-0.0036 (-1.65)	-0.0182 (-2.68)**	0.0029 (0.90)	0.0112 (3.38)*	0.0688 (2.19)**	50.45*	95.6	4.4
Total	- 0.705 (-37.4)*	-0.0026 (-3.12)*	-0.0045 (-1.69)	0.0128 (10.16)*	0.0199 (15.43)*	0.1019 (8.37)*	589.54*	99.6	.4

*, ** Significant at the 1 percent and 10 percent level, respectively

Table 28
Multiple Regression Analysis of the Improvement in the Employment of Black Females Relative to White-Male Employment, by Job Category, for Adjusted CPS Employment Data, 1958-1975

Job Category	Regression						F Value for the Regression	Percent Variation	
	Constant (T-Value)	GNP (T-Value)	N (T-Value)	T_1 (T-Value)	T_2 (T-Value)	EEOC (T-Value)		Explained	Unexplained
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Officials and Managers	- 5.448 (-27.24)*	0.0162 (1.82)**	0.0164 (0.59)	-0.0159 (-1.19)	0.0737 (5.38)*	-0.0816 (-0.63)	35.57*	93.7	6.3
Professionals and Technicians	- 4.228 (-24.82)*	0.0009 (0.12)	-0.0185 (-0.78)	0.0533 (4.69)*	0.0565 (4.84)*	0.4590 (4.17)*	77.28*	97.0	3.0
Craftworkers	- 6.260 (-17.56)*	-0.0153 (-0.96)	-0.0262 (-0.53)	0.0309 (1.30)	0.1055 (4.32)*	0.0904 (0.39)	25.50*	91.4	8.6
Salesworkers	- 4.394 (-23.71)*	-0.0075 (-0.90)	-0.0051 (-0.20)	0.0740 (5.97)*	0.0550 (4.33)*	0.5979 (4.99)*	79.26*	97.1	2.9
Office and Clerical	- 2.811 (-20.47)*	-0.0074 (-1.20)	-0.0351 (-1.83)**	0.0754 (8.22)*	0.1038 (11.03)*	0.7345 (8.27)*	394.51*	99.4	0.6
Operative	- 2.761 (-30.51)*	-0.0155 (-3.83)*	-0.0402 (-3.18)*	0.0070 (1.14)	0.0357 (5.76)*	0.1112 (1.90)**	92.46	97.5	2.5
Total	- 3.643 (-57.49)*	-0.0088 (-3.12)*	-0.0318 (-3.59)*	0.0324 (7.65)*	0.0579 (13.33)*	0.2985 (7.29)*	474.98*	99.5	0.5

*, ** Significant at the 1 percent and 10 percent level, respectively

APPENDIX III

Glossary of Terms

Actual employment: the number of persons during the reference period of the survey year for whom Social Security taxes are withheld. In addition to totals, such employment is also reported by job category and sex. (See fair-share employment.)

Actual wage bill: the product of actual employment and dollar earnings of those employed. As such, it represents the dollar earnings received by all employed and when the cost of fringe benefits are added represents the labor costs to the employer. In the subject study the actual wage bill of women, B_1, is given by $B_1 = W_1 \times E_1$, where W_1 and E_1 are the median wages and actual employment level of women. (See expected wage bill.)

Earnings: represent the dollar amount of wages and salaries paid to an employee by an employer. Unlike income, earnings do not include interest or dividend payments, or pensions and other transfer payments. Earnings reported in the Census or CPS do include bonuses and commissions, however. Because of the skewness of the earnings distributions, Census tabulations of central tendency are measured by the median.

Employment availability: equates to the civilian labor force, which comprises those persons not in full-time military work status who are either employed or are unemployed and actively seeking employment. Unlike actual employment from the EEO reports, the civilian labor force concept counts employment according to major occupation or industry, thus discounting the secondary effect of dual job holders.

Employment gap: the difference between fair-share employment and actual employment for women. The gap can be measured as an absolute level or as a percentage but its value, for all practical purposes, must be greater than or equal to zero. (See fair-share employment and actual employment.)

Expected wage bill: the wage bill which pertains to a situation of fair-share employment and equal wages among population groups. (See actual wage bill.)

Fair-share employment: the number of women employed at a rate equal to their employment availability. Thus, fair-share employment, FS_W, is the product of the employment availability, P_W, rate of women and the actual employment level of all population groups, E.

$$FS_W = P_W \times E$$

(See employment gap.)

Gap closure: a concept indicating the length of time required for actual employment of women to be equal to their fair-share employment. In the subject model, gap closure may be estimated upon the basis of regression analysis and selected target employment position.

Index of occupational gap: a percent estimate indicating the difference between the occupational distribution of females and of white males. As such, this index represents the degree to which the quality of female employment differs from that of the white male. Generally speaking, the index of occupational gap, Io, is one less the ratio of the occupational distribution of women, Ow, to the occupational distribution of white males, Om, multiplied by 100:

$$Io - [1 - \frac{OW}{OM}] \times 100:$$

(See occupational distribution.)

Index of wage gap: a percent estimate indicating the difference between the wage distribution of females and of white males. As such, this index represents the degree to which women's wages differ from those of white males. As estimated in the subject model, this index, Iw, is the rate of the difference between the median earnings of white males and women, Wo - Wi, and the median earnings of white males, Wo:

$$Iw = \frac{Wo - Wi}{Wo} \times 100$$

Industrial classification: the grouping of employment and related data by the type of economic activity of the reporting employer. In the EEO-1 survey, industry classification is provided by the major industry groups (three digits), major groups (two digits) and divisions provided in the Standard Industrial Classification (SIC) system.

Job category: refers to any of the EEO-1 employment groups which specify work titles, assignments, and responsibilities. There are nine job categories, including: (1) officials and managers, (2) professionals, (3) technicians, (4) sales workers, (5) office and clerical workers, (6) craft workers,

(7) operatives, (8) laborers, and (9) service workers.

Occupational distribution: the ratio or percent of employment in a particular job category to total employment in all job categories. As such, it represents the quality of employment. In the subject model, the occupational distribution of women in any job category j is given by $Oij = \frac{Eij}{Ei} \times 100$, where Eij and Ei represent respectively the actual employment level of women in the given occupation and the total actual employment level of women. (See index of occupational gap.)

Participation rate: the ratio or percent of employment of women to the employment of all population groups. It represents the quantity of female employment. The participation rate is usually stated in terms of a particular job category. In the subject model, for instance, the participation rate of women, prj, in job j is given by $prj = \frac{Eij}{Ej} \times 100$, where Eij is female employment in the occupation, while Ej is total employment in the occupation. (See occupational distribution and participation rate movement.)

Participation rate movement: the change either total over the time period under question or average in the participation rate. In the subject model, the average participation rate movement for women, prm, may be approximated by: $prm = \frac{pr\ (1974) - (1969)}{5}$, where pr (1974) and pr (1969) represent the penetration rate of the population group during 1974 and 1969, respectively. As such, it can show whether the employment position of women is improving or worsening relative to their fair share and the rate of the annual change. (See participation rate.)

Regression analysis: a statistical approach to the examination of the relationship of movements in two or more data series. As used in the subject study, regression analysis in the form of linear trend estimates was the basis for estimating the "strength" of the process of gap closure for women and the time required to achieve this gap closure.

Wage bill gap: the difference between the expected and actual wage bill. For blacks, other minority groups and women, it represents the wage loss due to the combined effects of substandard wages (i.e., wage effect) and employment levels below the fair-share level of employment

Table 29
Multiple Regression Analysis of the Improvement in the Employment of White Females Relative to White-Male Employment, by Job Category, for Adjusted CPS Employment Data, 1958-1975

Job Category	Regression						F Value for the Regression	Percent Variation	
	Constant (T-Value)	GNP (T-Value)	N (T-Value)	T_1 (T-Value)	T_2 (T-Value)	EEOC (T-Value)		Explained	Unexplained
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Officials and Managers	- 1.898 (-29.27)*	0.0020 (0.69)	0.0187 (2.06)**	-0.0004 (-0.09)	0.0170 (3.83)*	0.0083 (0.20)	27.67*	92.0	8.0
Professionals and Technicians	- 0.957 (-18.14)*	-0.0013 (-0.53)	0.0070 (0.95)	0.0024 (0.67)	0.0155 (4.30)*	0.0733 (2.15)**	61.38*	96.2	3.8
Craftworkers	- 3.373 (-28.83)*	-0.0076 (-1.46)	-0.0235 (-1.44)	0.0059 (0.75)	0.0528 (6.58)*	-0.0514 (-0.68)	44.33*	94.9	5.1
Salesworkers	- 0.4087 (-10.96)*	-0.0031 (-1.87)**	-0.0042 (-0.81)	0.0116 (4.65)*	0.0094 (3.67)*	0.0767 (3.18)*	42.83*	94.7	5.3
Office and Clerical	0.895 (21.59)*	-0.0030 (-1.60)	-0.0054 (- .092)	0.0169 (6.11)*	0.353 (12.45)*	0.1509 (5.63)*	360.60*	99.3	0.7
Operative	- 0.818 (-16.86)*	-0.0015 (-0.70)	-0.0145 (-2.14)**	0.0023 (0.71)	0.0071 (2.13)**	0.0605 (1.93)**	27.93*	92.1	7.9
Total	- 0.768 (-46.54)*	-0.0022 (-2.94)**	-0.0021 (- .093)	0.0113 (10.29)*	0.0161 (14.21)*	0.0919 (8.61)*	535.57*	99.6	0.4

*, ** Significant at the 1 percent and 10 percent level, respectively

Table 30
Percent Improvement in the Ratio of Female to White-Male Employment as of 1975 Attributable to the Civil Rights Act of 1964

Job Category	Direct Impact 1966-1975			Secondary Impact 1966-1975		
	All Females	Black Females	White Females	All Males	Black Males	White Males
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Officials and Managers	0%	0%	0%	20.2%	73.7%	17.0%
Professionals and Technicians	9.9%	58.2	7.6	19.1	0	15.5
Craft	0%	0	0	57.0	105.5	52.8
Sales	9.8%	81.8	8.0	0	0	0
Clerical	17.8%	108.4	16.3	21.3	28.4	18.4
Operative	7.1%	11.8	6.2	8.3	35.7	0
Total	10.7%	34.8	9.6	7.1	25.5	4.8

Source: Data from Tables 27, 28 and 29.

(i.e., employment effect). In the subject model, the wage effect for women is the product of white males' median wages and the actual employment level of women. The employment effect, meanwhile, is the product of female median wages and their fair-share employment level. (See expected wage bill, fair-share employment, and actual wage bill.)

APPENDIX IV

REQUIREMENTS FOR FILING THE EMPLOYER INFORMATION REPORT (EEO-1)

The filing of Standard Form 100 is required by law of (a) all employers subject to Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 with 100 or more employees excluding State and local governments, primary and secondary school systems, institutions of higher education, Indian tribes and tax-exempt private membership clubs other than labor organizations; (b) all employers subject to Title VII who have fewer than 100 employees if the company is owned or affiliated with another company, or there is centralized ownership, control or management (such as central control of personnel policies and labor relations) so that the group legally constitutes a single enterprise, and the entire enterprise employs a total of 100 or more employees; (c) all Federal contractors who (1) are not exempt as provided for by 41 CFR 60-1.5, (2) have 50 or more employees, (3) are prime contractors or a first-tier subcontractor, and have a contract, subcontract, or purchase order amounting to $50,000 or more; or (4) serve as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U. S. Savings Bonds and Notes.

Only those establishments located in the District of Columbia and the 50 States are required to submit Standard Form 100. No reports should be filed for establishments in Puerto Rico, the Virgin Islands or other American Protectorates.

* U. S. GOVERNMENT PRINTING OFFICE : 1977 727-569/1155